

BIRD'S NEPONSET REVIEW

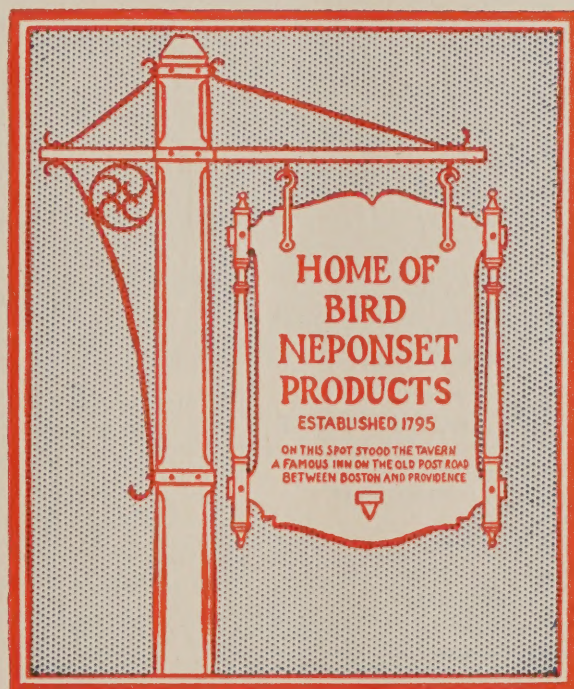
VOLUME 25 - 1937

AXEL H. ANDERSON

Secretary - Treasurer

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXV NO. I

FEBRUARY 1937



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

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NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

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No. 1



Winners of the awards for the best suggestions of 1936 at the meeting in Mr. Allen's office on Friday, January 22, when the checks were presented. Left to right: Fred Jonah, Paper Machines; Elmer H. Bartlett, Vice President; Charles Chorlton, Jr., Roofing Machine Shop; C. W. Conrad, Director of Manufacturing; P. R. Allen, Chairman of the Board; Thomas Smith, Roofing Machines; William McLaughlan, Roofing Machine Shop; B. D. Rogers, Director of Personnel; and Francis R. McMahon, Granule Plant.

Best Suggestions of 1936

Awards Made To Eight Workers For Their Fine Ideas

WINNING a total of \$210 in Suggestion Prize money, Charles Chorlton, Jr., Roofing Machine Shop, led the list of Suggestors receiving awards for the best suggestions of 1936. Presentation of the checks was made on Friday morning, January 22, in the Directors' Room by Philip R. Allen, Chairman of the Board.

Mr. Chorlton's suggestion—"Jig for Regrinding Cut-Outs" received the award of \$100 for the best suggestion of the year, and in addition a special award of \$100. Another

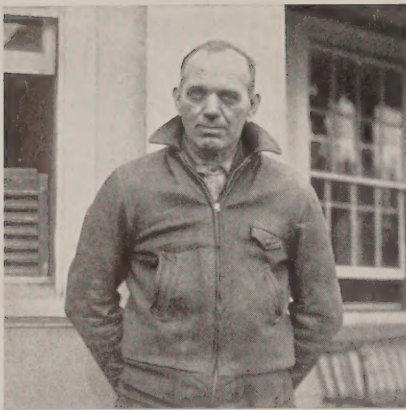
suggestion of his, "Change Cut-Out on 3 in 1 Die", received a \$10 award, making a total of \$210 to Mr. Chorlton.

The second best suggestion of 1936 was "Shorten Pick-Up Apron at FBPM3." Thomas Smith, Roofing Machine, received the award of \$50, and a special award of another \$50 on this same idea.

The award for the third best suggestion of 1936 went to William McLaughlan, Roofing Machine Shop, for his suggestion, "Change at Anvil

Rolls." Mr. McLaughlan received the regular award of \$25 and a special award of \$40 in addition on this idea.

The "Jig for Regrinding Cut-Outs" was considered the best suggestion of the year because by carrying out this idea we now regrind the cut-outs ourselves, saving not only the expense of having them done at an outside machine shop, but also saving on the cut-outs themselves by grinding them more carefully, and obtaining a longer period of wear



Perry Crane, Granule Plant, winner of a special suggestion award, who was not able to be present at the meeting in Mr. Allen's office.

before having to discard them.

The second best suggestion, "Shorten Pick-Up Apron at FBPM3" enables the men to work faster, and with less effort in picking up Weatherex Shingles; jogging is eliminated, and the entire operation speeded up.

The third best suggestion, "Change at Anvil Rolls" calls for an offset keyway, making it possible to build up and grind only half the surface of the roll, thus saving in both time and material.

In addition to these awards already described, six special awards were made for suggestions of unusual merit. Thirty dollars (\$30.00) was given to Perry Crane, Granule Plant, for his suggestion, "Automatic Shut-Off for FBW Switches." By this automatic device, all the switches now shut off immediately when anything goes wrong with one of the motors. This saves plugging up of material at the elevator, and eliminates the necessity for shoveling the material back into the elevator again.

George Heugel of Chicago received \$20 for his suggestion, "New Method of Pulling Trim On Art-Bric." He suggested a new location for this operation where it could be done more easily and with less chance of missing the trimmed edge. It eliminates scrap and some machine stops.

Another Chicago man, William Cozzi, received \$20 for his suggestion, "Split Conveyor for #2 Shingle Machine." By doing this, the unused part of the conveyor is simply put on hinges and dropped down out of the way when running Hex Shingles. This saves considerable time which was formerly spent in

Suggestion Awards Ruled Taxable

UNDER regulations of the Federal Social Security Act and the State Unemployment Compensation Laws of both Massachusetts and Rhode Island, money received by employees for Suggestion Award is subject to taxation—therefore, as of January 1, 1937 Bird & Son is obliged to deduct from each Suggestion Award 1% for Federal Old Age Benefits and, in those States which have an Unemployment Compensation Law, 1% for Unemployment Compensation Insurance. This means that an employee who receives a \$5.00 Suggestion Award will actually receive only \$4.90 from now on, the other 10c going as a contribution to the Federal and State funds. On this same \$5.00, Bird & Son must also make its regular payments to the State and Federal Governments. In Chicago where there is no State Unemployment Compensation Insurance Law, payments are required only on the Federal Old Age Benefit, and for a \$5.00 award there an employee will receive \$4.95.

This seems like a strange regulation, but all prizes, awards, or bonuses of any nature are considered as part of a man's income, and therefore regarded as taxable under the new Social Security Laws.

George Heugel, Chicago, winner of a Special Suggestion Award.



William Cozzi, Chicago, winner of a Special Suggestion Award.

moving the entire conveyor out of the way for this operation.

Fifteen dollars (\$15.00) was awarded to Fred C. Jonah, Paper Machine, for his suggestion, "Adjustable Pulley at Belt on DFGM #2." By installing this idler pulley, we are making a saving on belt repairs, as the belt no longer wears on the motor pulley.

Fifteen dollars (\$15.00) was also awarded to Francis R. McMahon, Granule Plant, for his suggestion, "Babbitt Bearings at FBW." With this method of babbitting, more metal is put on the "wear" side of the bearings, cutting down both material and time in re-babbitting the bearings.

The sixth special award was \$10 to Charles Chorlton, Jr. for his suggestion, "Change Cut-Out on 3 in 1 Die." By this suggestion the cut-outs can be removed from the machine without disturbing the straight knife block, providing a much quicker way of changing cut-outs, which is especially helpful when they break during a run on the machine. They can now be changed in a very few minutes.

Out of nine different suggestions receiving awards this year, six came from workers in the Roofing Plant. All three of the best suggestions of the year were from that Plant. This is, indeed, an unusual record, and a challenge to workers in other Plants for 1937.

Two of this year's winners, both of them from the Roofing Plant, also received awards at the meeting a year ago, Francis R. McMahon, Granule Plant, and Charles Chorlton, Jr., Roofing Machine Shop. Last year Chorlton received the award for the second best suggestion of the

ear, and in addition other awards on special suggestions which brought the total for that year to \$285. Now that he has been awarded the prize for the best suggestion of 1936, he has established a two-year record that will be hard to beat.

In presenting the awards, Mr. Allen said that it was a pleasure for him to do this in the place of Mr. Roberts, who was on a visit to the Middle West. He said that it was always pleasant to make these awards because they were an indication that our workers were on their toes, and thinking about their jobs. Any suggestion for the improvement of a product, or a process, or the elimination of an accident-hazard, or a less expensive way of doing a job, is a valuable suggestion for the organization. It is the constant application of such ideas and improvements that keeps our Mills running year after year, he said. In closing his remarks, he offered the sincere congratulations of the Management to every successful suggestor.



Officers of the E. M. B. A., all of whom were re-elected this year. Left to right: President, Howard F. Everett, Roofing Plant; Vice President, Kenneth G. Rouillard, Paper Mill; Secretary, A. W. Smith, Neponset Credit Union; and Treasurer, Mario A. Boragine, Boiler Room.

Annual Meeting of Benefit Association

Mr. and Mrs. Bailey Go On Cruise

ON January 9th Mr. and Mrs. Philip I. Bailey started a three months' cruise to various ports in South America and Bermuda with a prospective itinerary which would make even the most cosmopolitan traveler green with envy.

They sailed from New York on the S.S. "Southern Prince" of the Fursess-Prince Line for Rio de Janeiro, and at that city they will spend a week or ten days. From there they will leave for Montevideo and Buenos Aires on the S.S. "Reina del Pacifico".

Their next stop will be the Falkland Islands and from there they will go around the tip of South America, through the Straits of Magellan to Valparaiso where they will stop for another week.

On their return to New York they will come through the Canal to Nassau, spending ten days or two weeks there, then coming on to New York via the S.S. "Corinthia" of the Cunard-White Star Line, reaching home about April 1st.

In a later issue of the *Review*, we hope to publish Mr. Bailey's own story of this trip and possibly include a snapshot or two.

THE entire slate of officers of the Bird & Son, inc. Employees' Mutual Benefit Association was re-elected at the Annual Meeting on Tuesday, January 12th, at the East Walpole Brigade Room. Howard F. Everett, Roofing Plant, is again President; Kenneth G. Rouillard, Mill Office, Vice-President; Mario A. Boragine, Boiler Room, Treasurer; and A. W. Smith, Credit Union, Secretary.

The five members of the Investigating Committee are—Edward Geraghty, Roofing Plant; Betheo Chandler, Hospital; Lyman Small, Flooring Plant; John J. White, No. 1 Box Shop; Frank Whitehead, Electrician. The Nominating Committee for the following year is—Nelson C. Bartlett, Roofing Plant; Charles Rafuse, Maintenance; and Howard S. Whitney, Accounting Department.

One hundred and thirteen members were present and heard the various reports of the Officers, which indicated a busy year for the Association and a good financial condition. Nearly 200 new members joined during the year, bringing the total membership to 2265—conclusive evidence of the desire of all Bird & Son workers to join this splendid organization. Two hundred and thirty-eight members received a total of 7,218 days benefit. Full benefit was paid to thirteen members during the

year, and there were seven deaths.

Mr. B. D. Rogers, reporting as Financial Secretary, stated that the books have been audited every quarter of the year, and securities checked and everything found in proper order. He complimented the officers on doing a very thorough and business-like job. He stated the present market value of our securities is slightly better than the purchase price.

The following change in the Constitution was unanimously voted—"That Section 4 of Article V, which reads as follows—'Each officer to be elected by the Association shall be elected on by separate ballot, and a majority of all votes cast shall be necessary for election' be stricken out in its entirety, and in its place the following be substituted—'Officers to be elected by the Association shall be voted on by ballot, and a plurality vote shall be necessary for election'."

One hundred dollars (\$100) was voted, as a corporate membership, to the Norwood Hospital, and a vote of thanks was given to Bird & Son for its financial assistance.

Speaking of our sickness and accident record, Mr. B. D. Rogers stated that it is above the average of other Plants in Eastern United States.

A vote of thanks was given the Officers of the Association for their splendid work during the past year.



Warren Dyer buys a pair of Safety Shoes at our Flooring Plant as Kaino Paajanen checks up to see that he gets the right size. Safety Shoes can be purchased at any of our plants. A pair of these is a mighty fine investment in safety for 1937.

A Message from Mr. Conrad

I WANT to congratulate our organization on the improvements in the 1936 safety record over the year 1935. It is a great achievement to reduce our lost time accidents from 47 which we had in 1935 to 21 for 1936, but we cannot be satisfied with this record. Too many of our employees have suffered the pain of injury and all of the worry and loss of income that result when accidents occur.

During 1937 we are going to be very busy. Undoubtedly we will have new people come into our organization and with the higher speed of operation and the continuous striving to get out production, there will be more temptations to take chances. If everyone is not extremely careful, it is going to be difficult to maintain a good safety record. New employees must be properly instructed; old employees must not become careless. It is the duty of everyone to see that he and those who work with him observe our safety rules at all times.

I have asked all of the Superintendents to get their foremen together and discuss a safety program for this year, but it is not solely a problem for the Management. It is

a matter that requires the cooperation of us all. We must not lose ground in our effort to reduce accidents and we are expecting every department to do as well as it did last year if it had no accidents, and to do much better if there were accidents. The greatest vigilance must be used on every job throughout the organization.

We want everyone to understand that we are doing everything possible to make our plants safe places to work. We want an equal amount of cooperation from every worker, so that 1937 may become the safest year we have ever had.

Director of Manufacturing.

Cards of Thanks

I wish to thank Bird & Son and all the employees who were so considerate during my recent illness.

Mary Geary.

I wish to thank my friends at Bird & Son for the gift received during my illness at Christmas time. It was very much appreciated.

James W. Porter, FFN.

Safety Shoes

TOE injuries never bother the man who goes prepared against them by wearing Safety Shoes. We are selling more of these Shoes every month, as workers come to appreciate the fact that they can now purchase shoes which are economical, good looking and above all safe for the job.

Mr. Paul Ronnquist, sales representative of The Lehigh Safety Shoe Company, has recently given us a list of shoes which are most suitable for the different locations and conditions in our Plants. For workers in the Roofing Plant where the slate particles wear down the soles quickly, he recommends the Safety Shoe with a composition sole, #911 in the high shoe, or #914 in the oxford. At Phillipsdale and East Walpole Paper Machines where wet floors are encountered, he recommends #914 with a cord sole. At other locations in the Flooring Plant or in our Box Shop, almost any of the regulation Safety Shoes will be found satisfactory, whether with leather or composition soles.

These shoes may be purchased at any of our Plants—at the East Walpole storeroom, the Stock Handling Department, No. 1 Box Shop, No. 2 Box Shop, the Flooring Office, the Roofing Office, and Phillipsdale, and may be paid for in small weekly installments if so desired.

Don't gamble with the danger of a toe injury which may put you on the shelf for many weeks. Buy now a pair of the shoes best suited to your own working conditions. We carry in stock most of the popular sizes and styles; others can easily be ordered. Enjoy the sense of security that comes from the knowledge that you are wearing shoes which are both good looking and safe on the job.

Mid-Winter Program

A SET of unfortunate circumstances which has never been equalled at any Bird Club Program, nearly ruined the fine program which had been prepared by the Entertainment and Educational Committees at the Norwood Junior High School on Thurs-



John J. Bradley, Jr., who recently became the new Chief Chemist at our Flooring Plant.

Changes In Management

ON Monday, January 18th, Bulletin Boards carried the announcement that Howard S. Whitney had been appointed Auditor in charge of General and Cost Accounting, and that Ernest H. Coleman had been made Cost Accountant, with M. Edgar Tarr as his assistant.

Late in November, 1936, after the last issue of the *Review* had gone to press, announcement was made that John J. Bradley, Jr., had been appointed Chief Chemist at the Flooring Plant, taking the place of James E. Graham, who was made Chief Research Chemist.

Following graduation from the High School in Henniker, New Hampshire in 1916, Mr. Whitney came to Sharon to work at the Pettee store. After a short time there he obtained a job at the Plymouth Rubber Company where he worked until he entered the service in 1918. He went overseas with the Marines of the 2nd Division and saw active service in a number of engagements before the end of the War. After the Armistice he went to Germany with the Army of Occupation, finally returning to this country and leaving the Service in July 1919.

He returned to the Plymouth Rubber Company for a short while, and then joined the Cost Department of Bird & Son in July 1920. He took up a course of study evenings at the Bentley School of Accounting and Finance, graduating from there in 1925. Because of this study and his ability, he had been put in charge of Cost Analysis in 1924,

E. H. Coleman, who replaces Mr. Whitney as head of the Cost Accounting Department.



H. S. Whitney, newly appointed Auditor.

and he remained on that work until January 1933 when he became head of the Cost Department. This position he has held until his recent appointment as Auditor.

He has been a Director in the Neponset Credit Union for a number of years, and since 1924 has served as the Treasurer of the Bird Club.

Mr. Coleman attended school in Tusket, Nova Scotia just outside Yarmouth, leaving school in 1915 to join the Canadian Army at the age of 16. He remained overseas until 1919, the last part of his service there being with the British Army Flying Corps. On his return to Halifax he was for a short time a records officer in the Army, and then left the service to attend the Maritime Business College in Halifax.

In 1920 he came to Bird & Son, working first in our Payroll Department, and serving as Pay Master in 1922 and 1923. In 1924 he was put in charge of figuring costs in the Cost Department, and in January 1933 became Assistant Cost Accountant under Mr. Whitney.

Mr. Bradley was educated in the public schools of Concord, Mass., and at Cornell University where he graduated with a Degree of Bachelor of Chemistry in 1928. He came directly to Bird & Son in the Research Laboratory of the Flooring Plant. His most outstanding research development has been the new Flooring paint, Armored with Bakelite, which is now standard on all Neponset Rugs and Floor Coverings. For the past five years he has been a member of the Paint and Varnish Production Club, and just recently has been appointed Chairman of the Technical Committee of this Club. He has served on the Bird Club

day evening, January 14th, but the fine sportsmanship of the large audience, plus the efforts of the entertainers, saved the evening, and an entertaining program was carried through in spite of the difficulties.

The program opened with two piano selections by our own Bird Club Member, Primalto Ciancarelli, Flooring Plant. Mr. Ciancarelli is a fine pianist and we were fortunate to have him on the program.

Second on the program was the Snow Train picture furnished by the New Haven Railroad. Because of mechanical difficulties, the sound equipment failed to work at all, and the camera itself went out of commission before the reel had been completed. After some waiting, the curtain was raised and an attempt made to proceed with the rest of the program, only to run into further difficulties when a few moments later a section of the scenery collapsed, breaking the artist's easel and nearly injuring the people on the stage.

Mr. Edward C. Payne is a fine reader, and both his portrayals of Dickens' Characters and his sketches of people in the audience were much appreciated. It was most unfortunate that these unavoidable incidents occurred to mar an otherwise fine and unusual program. The Committees in charge regret the occurrence of these incidents which were beyond their control, but wish to express sincere appreciation for the sporting toleration of the situation by the audience throughout the whole evening.

Council the past two years, and this year is its Vice-President.

We congratulate these men on their new appointments, and wish them the best of success.

Snow Train Cancelled

THE failure of the weatherman to promise good snow conditions at Laconia, New Hampshire on Sunday, January 24th, meant the cancellation of the big Bird Club Snow Train party.

All arrangements had been completed for a special train to leave Ncrwood, East Walpole, and Walpole, and go directly to Laconia and Lakeport for a full day of sports. Enthusiastic club members and their friends waited hopefully for some sign that the unseasonable weather might suddenly change into a good old-fashioned Winter, but even the most hopeful of weather prophets could not promise satisfactory snow conditions. There was nothing to do but cancel the train.

If and when Winter weather reaches this section, the Committee may attempt to organize and carry through another party of this kind. It would be very disappointing to be obliged to give up plans entirely, and the Committee hopes that with the arrival of cold weather and a foot or more of snow we can still put on a very successful excursion in February.

First Aid Classes Start

By Frank Eisenhauer

WE now have two First Aid classes started for the winter, the standard course is for the beginners, and the advanced course is for the people who have had previous First Aid training.

There are twenty-eight men and twelve women enrolled in the standard course that started January 22nd and that will be all that can enroll in this class. If, however, we get a sufficient number of names to warrant another class we will be glad to start it later on.

Mr. George Johnson from the Boston Metropolitan Chapter Red Cross is to be the instructor and as he has been teaching First Aid for nine years he knows how to pass this knowledge along to others. The advanced course will also be taught by him.

The advanced course has twenty-six men enrolled, will start February 9th, and is also closed for further enrollment. This course consists of practical and review work in First Aid; therefore each man must have completed a standard course and have a certificate for the same in his possession. When these men complete this course they will be the first group in Bird & Son to hold advanced First Aid certificates.

The Purpose of First Aid Training

1. To prevent accidents by helping men see an accident in the terms of possible pain to himself and his pocket book. This is an im-

portant factor in any safety program.

To bring out the results of failure to have small injuries immediately cared for is one of the best ways of getting people to have all minor injuries treated without delay.

2. To equip the individual with sufficient knowledge to tell the nature and extent of an injury.
3. To train the first aider to do the proper thing at the proper time. Likewise, knowing what NOT to do is just as important.

SAFETY and FIRST AID go hand in hand at our work, in our home, and on the highway. SAFETY shows us how to prevent accidents in our every day life whether it be in the mill or at home. FIRST AID teaches us what to do in cases where accidents have occurred.

If we can't prevent an accident we may be able to save a life by knowing First Aid. A good First Aid training is no burden to any one and it can always be applied at any time or at any place whenever an emergency presents itself.

Bird and Son are doing everything possible to promote SAFETY and FIRST AID programs, and are ready and willing to give every one the opportunity of learning First Aid by conducting First Aid classes.

The only requirement for a person to enroll in one of these classes is to give two hours a week for eight or nine weeks. Bird & Son furnishes the books and material and you furnish the time. I hope we will have more men and women throughout the mill take up this subject in the near future.

The FIRST AID CLUB has been formed and is active. The purpose of this club is to meet once a month to practice and discuss first aid problems.

The members elected for their officers the following men: Charles Rafuse, President, Nelson Bartlett, Vice-President, and Roy Cooper, Secretary-Treasurer.

There is room for more members in this club. Any man who is interested and holds a standard First Aid certificate is eligible. Please send your name to any of the officers mentioned and your name will be taken care of.

Two of the boys at Waterloo cleaning out one of the wells. We don't know just what all the machinery is about but it evidently has a purpose.



Below is a list of names of the people enrolled in the standard and advanced First Aid course:

Enrolled in standard course: Bennie Grudinskas, George Glebus, Albert Renaghan, James Garland, Samuel Steele, Clarence Phillips, Clinton Hanscom, Donald Preble, Ralph Barss, Ralph Nutter, George Johnson, all of FFP; Albert Smith, GC; Edward Heaver, FX1; Harry Godkin, EMS; John Bandonis, EMS; Leroy Fullerton, FXR; John Murphy, AC; Phyllis Nixon, AT; Helen Makarevich, RF; Thelma Patton, CE; Nellie Winkas, FXF; Dagmar Peterson, B; John Sigmund, FXB; Charles Griffin, ACM; Francis Bannon, EME; Henry Treen, DF; Morton Smith, FXR; Amos Dixon, FXR; Paul Knight, DMB; Carroll Homan, DMB; Margaret Delaney, ACM; Sophie Eppich, ACF; Agnes Foley, AC; Lilyan Paquette, ACF; Howard Young, FXB; Betho Chandler, GH; Elsa Hastedt, GH; Gladys Noddin, VF; Mario Boragine, ERB; and Edward Delaney.

Enrolled in the Advanced Course: Kaino PaaJanen, FF; Herman Nordstrom, DMP; Ralph Farris, FXV1; Russell Ferguson, FFB; Allan McIlree, FXR; Paul Hunt, FXB; Walter Hartig, FXP; Curtis Boyden, EME; Arthur Eames, FFM; Herman Barker, PER; Charles Rafuse, EM; Perley Mudgett, DMH; Ernest Oakes, DMT; John DeCosta, DF; Charles Makarevich, AD; Frank Nyborn, PEL; Ralph Hildreth, FFP; William Ivatts, EMT; Nelson Bartlett, FBM; Roy Cooper, ACP; Harold Smith, FBR; Louis Coburn, FFP; Eric Sundquist, FXP; George O. Gross, FBF; Arthur Walker, FFM; and Albert Gilmore, PEL.

"Now, have you considered this, Paul?" Joseph Sheehan, Plant Engineer, caught by the candid camera as he discussed a weighty problem with Paul Guttormsen, Chief Engineer.



Glee Club News

REHEARSALS are continuing weekly for the Bird Club Men's Glee Club. They are really getting down to business preparing for the Spring concert.

Six numbers have been learned, and are practically ready for performance now, and new works are being added to the list so that a full evening's entertainment will be ready for presentation in the Spring. It has been very encouraging to find that attendance at all rehearsals has averaged fifty or more singers. The Committee is very well pleased with the results of the training under the fine directorship of Mr. Henry Jackson Warren, and feels that the Club is already well on its way toward being one of the most successful groups that has developed out of the new Bird Club organization.

There will be no mistake on this measurement with Henry Hartig doing the checking up. Henry has been a carpenter with us for many years and a member of our Maintenance Crew since 1905.



Sigurd Anderson and Patrick Hessian, discussing the pros and cons of some machine shop problems.



Cooperative Banks

No time like the present to start a regular systematic savings account.

No place like a Cooperative Bank to have a savings account.

No way as convenient as payroll deductions to make the monthly payments.

No banks any better than Norwood and Walpole Cooperative Banks.

Walpole starts a new series on March 12th, and Norwood one on April 6th. Deposit \$5.00 every month, and receive \$1,000 in about twelve years. Ten dollars makes \$2,000 or figuring it another way, for every dollar deposited monthly the banks return \$200 in about twelve years. Both banks are now paying 4% on monthly deposit accounts.

Send word to A. W. Smith at the Neponset Credit Union—either through your foreman or department head, or by a memorandum or telephone message. Or best of all, call at the Credit Union in person and make your arrangements for an account to be started in the bank you choose.

Employees Win in Town Election

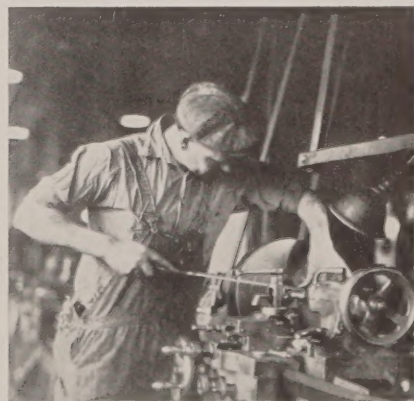
CONGRATULATIONS—

To John H. White, No. 1 Box Shop, and Howard F. Everett, Roofing Plant who were elected new members of the Board of Selectmen of Walpole on January 18th.

To James H. Ginley, No. 1 Box Shop, who was elected Tax Collector.

And to Charles S. Bird, Jr., Vice-Chairman of the Board, who was re-elected to his office on the Town Planning Board.

Sigurd Anderson, finish-filing a machine part which he has just turned down on the lathe in the Machine Shop.



BIRD'S NEPONSET REVIEW

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In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

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The Busy Man

If you want to get a favor done
By some obliging friend,
And want a promise, safe and sure,
On which you may depend,
Don't go to him who always has
Much leisure time to plan,
But if you want your favor done,
Just ask the busy man.

The man with leisure never has
A moment he can spare,
He's always "putting off" until
His friends are in despair.
But he whose every working hour
Is crowded full of work,
Forgets the art of wasting time—
He cannot stop to shirk.

So when you want a favor done
And want it right away,
Go to the man who constantly
Works twenty hours a day,
He'll find a moment sure, somewhere,
That has no other use,
And fix you while the idle man
Is framing an excuse.

N. Y. Ledger.

Fine Work!

There Were

No Lost Time

Accidents

In

January

Bird & Son Awarded Governor's Trophy

WORD has just been received that we have been awarded the Governor's Trophy, presented each year to the Company in Massachusetts making the most progress in Accident Prevention. With a 65% improvement in frequency, and 94% in severity over the 1935 figures, we made the most noteworthy improvement in Safety records of any large Company in the State.

The trophy, which will soon be sent to us, is a bronze wall plaque with figures symbolic of safety ideals, and bearing both the State seal and the familiar Safety seal. Last year this trophy was won by Lever Bros. in Cambridge, and the year before that by the United Shoe Machinery Corporation of Beverly.

The year 1937 was a year of remarkable Safety records established by many Companies throughout the State, and we feel especially proud that our fine work in accident reduction has put us at the head of the list. In arriving at the decision, the Committee took into consideration such factors as man-hour exposure, frequency and severity rates, degree of hazard, and percentage of improvement in both frequency and severity rates over 1935.

Congratulations to every one who, through fine Safety work, helped win this trophy.

Record Year for Roofing

IN 1936, our biggest year of production at the Norwood Roofing, we turned out more than 100,000 tons of Roofing and Siding material.

Placed in regulation size freight cars, this enormous production of a single year would fill a train 38 miles long—the distance from Boston to Woonsocket, Rhode Island.

And that—we don't mind saying—is a whale of a lot of roofing.

Leo F. Hagarty

STRICKEN suddenly by a strange illness on Monday, January 25, Leo F. Hagarty of the Finished Stock Records Department, passed away at the Boston City Hospital on Monday evening, February 1.

He went home from the office on Monday, the 25th, and on Tuesday was taken to the Norwood Hospital, when it was discovered that a form of paralysis was setting in. This paralysis spread from his arms and hands to other parts of his body, and Wednesday afternoon it was found necessary to remove him to the Boston City Hospital, where he could be put into a respirator, and an oxygen tent.

In spite of the efforts of the best specialists in the City, the unusual disease continued its course, and finally became fatal just one week from the day on which he was first stricken.

Mr. Hagarty came to Bird & Son in April 1924 as a clerk in our Flooring Shipping Department. He continued as stock clerk and material control clerk at the Flooring Plant until 1931 when our new Finished Stock Records Department was created at the Main Office, and at that time he was transferred into this new Department under George F. Campbell. He was a faithful, hard worker, and possessed a fine personality which had made him a large circle of friends.

Besides his mother and several brothers and sisters, he leaves a son about nine years old. His wife passed away just about a year ago—in January 1936.

The entire organization was shocked to learn of this sudden tragedy, and our sincere sympathy is extended to all his family.

Dennis Driscoll

FOLLOWING an illness of two months, Mr. Dennis H. Driscoll, retired, died at his home on Beech St., on Monday, January 4th, 1937. Mr. Driscoll had worked for twenty-five years in our Roofing Plant previous to his retirement in February 1935. He was born in County Cork, Ireland, seventy years ago, and had been a resident of Walpole for the past fifty-two years.

He is survived by his wife, Mrs. Annie Driscoll; two daughters, Mrs. Martin Morris of Franklin, and Mrs. Eugene L. Kelliher of East Walpole, and one sister, Mrs. James Mahoney of Dorchester.

We extend our sincere sympathy to the family.

Hospital Notes

Health Advantages of the United States

RECENTLY the Metropolitan Life Insurance Company published some very interesting figures showing the health advantages which we enjoy in this country as compared with less fortunate countries.

Cholera and Bubonic plague are diseases hardly known in this country and yet in British Indies more than 220,000 persons died from Cholera and nearly 46,000 from Bubonic plague in the year 1931. In 16 states bordering on the Atlantic Ocean there was only one death from smallpox in 1933. In British India during the same year, with the population only five times as great, 103,641 smallpox deaths occurred.

New York and Chicago rarely experiences more than one death a year per 100,000 of population from typhoid fever. In Nagasaki, Japan the death rate from this disease reached 225 per 100,000 in 1931. Two other cities in South America were nearly as high.

During the influenza epidemic in 1918 in New York City the death rate reached the terrible height of 229 per 100,000 inhabitants. Approximately the same influenza mortality is experienced year after year in Fortaleza, Brazil.

The pneumonia death rate in New York has averaged about 100 per 100,000 in recent years. In Madras the annual rate is approximately 700, and in Valparaiso and Manila approximately 500.

Our country-wide tuberculosis mortality has now been reduced to 55 per 100,000, about $\frac{1}{4}$ of the rate which prevailed in 1900. In Manila the rate is about ten times this figure; in Guayaquil, Ecuador it is 547; and in Callao, Peru 573. Even Athens, Greece has an annual death rate of 414.

Such improvement in public health is due directly to the intelligent and tireless efforts of our medical and public health services in this country during the last thirty or forty years. The work is being carried on more intensively than ever before and we have every reason to look forward to an equal improvement during the next 25 years in diseases which today are considered almost or entirely incurable.



The attractive residence of Mr. W. T. Russell of Covington, La. Mr. Russell is manager of the Russell Company, Inc. our jobber at Covington. Bird products are featured in this home. 3-in-1 Shingles are on the roof, and other products used include Insulating Board, Deadening Felt and Chromalin. This picture was sent in by our salesman, R. D. Peterson.

Roofing Mill Worker Sees Inauguration

ANTHONY UTORKA, Roofing Shipping Department, was the envy of all the Roofing Mill when it was discovered that it had been his good fortune to attend the second inauguration of President Roosevelt as a member of Governor Hurley's party.

He left by automobile on Monday evening, the 18th, stopped in New York Tuesday morning long enough to visit the French Casino, the Ubangi Club and Jack Dempsey's. He met personally Vincent Lopez, Pat O'Brien, and several other celebrities.

The party had intended to drive to Washington Tuesday, but were delayed in Delaware because of wash outs from the heavy rains. They stayed in Delaware over night and went on to Washington by train early in the morning.

In a pelting, cold rain Anthony watched the parade from a guest reviewing stand on Pennsylvania Avenue. Later in the day a tour of Government Buildings and other points of interest was made.

It was hailing as they left for Wilmington, Delaware that night,

and the drive on to New York the next day was in a snow storm. Reaching the city late in the afternoon, they stopped for supper and then drove on home.

In spite of the disagreeable weather, Tony thoroughly enjoyed his trip—as can easily be imagined.

Pingpong Notes

By Kaino Paaanen

THE Chromalin team won the first half of the Norfolk Pingpong Association tournament, the Neponset team finishing in second place. The Chromalin team will play the winner of the second half for the league championship.

An interesting match was played in December with the Somerville Boys' Club team. The best pingpong players in this state play on this team and we were defeated rather decisively. The feature player on this team, a young lady who is the second ranking woman player in the state, defeated four of the five opponents she met.

The ladies are taking up pingpong this year with great enthusiasm. Pauline Babel is emulating the feats of her brother who has ruled the male pingpong roost for many years. Julia Lewis, Lillyan Paquette, and Peg Delaney are developing rapidly into stars.

Notes From Plants and Offices

Main Office and Sales

*Allice Clem
Eleanor Badger
Sabina Costello
Leo Salonen*

*Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich*

Ruth Milliken

Earl Bradley certainly was up to his old tricks again this Christmas. He is one fellow who will never forget what mistletoe is for. This time, however, he really started something as there were several other people in the office who did all right for themselves.

Mail Room Shorts

We welcome Victor "Hidden Power" Alm to our chain of messengers—also Maurice Godfrey, our most recent new messenger.

"Duke" Geraghty won't be able to display that gallon jug under his arm on the snow train. What, no snow, Duke?

It is with regret that we learn that the Snow Train has been cancelled. What with everyone with their new ski suits and equipment that hasn't been used to date, the weather surely has been a calamity to the "weaker sex." Keep your suits in mothballs, girls, and perhaps the month of February will bring forth some snow to the satisfaction of all.

Congratulations to Leo Salonen who plans to jump through that well known "wedding hoop" shortly. He announced his engagement on January 16th.

It seems as though most of the men in the Accounting Department are either engaged or safely married. We wonder when "Al" Kimball will show signs of weakening. How about it, Al?

Lillyan Paquette enjoyed herself immensely the day before Christmas, and to top it all she received a very charming two-foot live alligator as a present. She accepted the gift graciously and even went so far as to pick it up. At home, however, it was a different story. She hasn't even dared touch it. So, anyone wishing an alligator for a pet, kindly get in touch with Lillyan. She will even furnish a swimming pool with it.

The office departments certainly got the "Christmas" spirit this year, as never before—especially after the arrival of the mistletoe from Waterloo. If the folks at Waterloo could have seen the results of their Christmas package they would surely have been surprised!

The members of the Accounting departments adjourned to the Girls' Club Room late on the afternoon before Christmas and sang carols. Their dulcet(?) tones could be heard throughout the offices. But seriously, this was a fine thing to do and a practice which might well be continued every year.

Peg Delaney is now sporting a new 1936 Chevrolet Sedan. This means plenty of trips to the mountains for Peg.

We extend our sincere sympathy to Mrs. Gertrude (Meyer) MacDonald in the loss of her father.

How about it?

The Bird Club wishes we'd had "Snow from Heaven" instead of "Pennies from Heaven" for the last month or so.

Where did Ward Gowing learn to tie the red plaid tie he wears? He gets an angle on it like something we never saw before—and probably never will again!

Who is next?

Appendectomy (removal of appendix, to you) seems to be contagious in the Mail room.



Anne Pollard Blackmer was 18 months old when this picture was taken last Summer. Her father is Stanley Blackmer, Flooring salesman.

First it was Eleanor Whitehead, and the latest one is Ethel Burhoe. We are glad to have Eleanor back with us again, even though she did "enjoy" the hospital so much. Now the question is—"Who's next?"

Paper Mills

*John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine*

*Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll*

Old timers will remember Tom Lavin who is now in charge of Mr. Bird's estate in Ireland. Mr. Bird recently sent us a picture of a prize Pol-Angus heifer which appeared in a Dublin paper on December 8th, with the note: "This first prize winner in the Aberdeen Angus Heifer Class at the Navan Christmas Fat Stock Show was also a prize winner at the Trim Show, and will be exhibited at Dublin next week." We send greetings to Tom, through the *Review*, and congratulations on his prize-winning heifer.

Tony Ceglarski is at the Norwood Hospital recovering from a major operation.

Felix Thompson of the Cutting Room Thompsons is driving a new Nash these days.

Sympathy is extended to Tony Giampetro in the death of his father-in-law.

Phillipsdale, R. I., Mill

*Rexford H. Salisbury
David S. Lowry*

*John H. Nolan
Leslie E. Howard*

Congratulations are in order for Andy McConnell. He and Miss Helen McCaughey from Pawtucket were married on November 26th.

New cars around Phillipsdale include Scotty Gibb's Terraplane, George Hawley's Oldsmobile, Ed Roy's Franklin, Jack Smith's Chevrolet, Herb Chamberlain's Dodge and Leonard Carlson's and Dave Lowry's Fords.

Domenico Moio gave an exhibition of a high dive recently but the water wasn't deep enough near the unloading platform. He is expected to recover soon, however.

Charlie Smith was among those stuck in the mud trying to find a short cut through our new broadcasting station. We understand, hereafter he will try to stick to the road.

Charlie Anthony's little girls are on the air every Wednesday afternoon at 5:30 as the "Swing Sisters."

Who took the cribbage board home from the Brigade Room? We hope it wasn't someone who was peeved because he didn't "Wynne".

Leonard Carlson is looking for an umbrella to take care of his new Ford. He doesn't think he is doing right by her when he leaves her out in the rain so much.

If Harold Hey is seen walking down the street with his chest stuck out more than usual it isn't because of a new baby in the house but because of a new badge which he has lately acquired. Oh! yes! Harold is now a "town constable", so give him plenty of air.

Walter Gill has been around here for a few days badly in need of a shave so Herb Black says he is going to save all of his old razor blades for him.

One of Buster Salisbury's friends tried his voice over the radio New Year's Day and he is now taking singing lessons from him and the fellows working with him here have to stand the noise all day. Buster says he didn't know Miss Neill gave singing lessons or he would have seen her first.

Well, well!

Red Harrington wins first prize for the latest "Believe It or Not". Five weeks ago he had one shoe tapped and yesterday he came to work with the mate tapped. He said there was no need having both tapped at the same time when only one sole was worn through.

Arnold Manchester, while hunting recently, covered a number of miles in the woods without seeing anything when finally he flushed a partridge, fired and missed. He began to feel

Presenting Charles W. Griffin, Jr. and Alma Mae Griffin, wide awake and ready for whatever is coming next. Their father works in our Accounting Department.



rather discouraged when suddenly something ran past him through the brush. He was able to see it was a red fox so he fired and then walked through the brush to find it dead as a door nail. Arnold was so overcome with delight that he didn't go hunting again for a few days thinking if he had another surprise like that it might prove as fatal for him as it did for the fox.

Henry Gibb washes his new Terraplane with Lux so it won't shrink into an Austin.

Jack Smith brings his powder puff to work now. Last Saturday when asked why he was using it he said that was cheaper than shaving.

Harold Hey took his vacation the first of January and he bought snow shoes and skis for the occasion. After he was away for a few days he sent home for his bathing suit as there wasn't even a frost.

We welcome Alexander Matonis who has started to work in our rag preparation department.

Box Factories
No. 1 Box Shop

John P. Walsh
Amelia Galgauskas

John Phelan
Helen Sironka

Earl Boyden

Congratulations!

Who ever thought we had a politician in our midst! James Ginley was elected Tax Collector for Walpole in the recent town election. Congratulations and best wishes for a successful term in office, Jim.

It is no longer news that Walter Travers was married to Miss Kathryn Belle Meeker of Walpole on Thanksgiving Day, but we can still offer our hearty wishes to the couple for a happy future. Walter is a new man at the Box Shop, recently being transferred from the Flooring Plant.

Where does Domenica Lipinsky go every Wednesday night? Even work itself apparently isn't as important as that date.

Patrick O'Toole is again a father—a baby girl this time.

Wish we could do it

John Barrett doesn't believe in the saying, "Lucky in love—not lucky in cards" any more since he won \$50 while playing beano during the week of Christmas.

Have you seen Hannah O'Day's new fur coat? It is a beauty.

Frank Welch was certainly lucky in winning turkeys for the last few holidays. Let us in on the secret, Frank—How do you do it?

Congratulations are in order for John J. White, elected to the Board of Selectmen in the recent Walpole elections. The Box Shop is well represented with two winners in the local political contest.

Champion Bowler

Revell Fisher still claims that bowling is a swell game even if the first "few" balls do roll down the gutter. Boy! Did he make a hit with the girls that Monday night when he finally knocked down a pin!

No. 2 Box Shop

Mary Bellew
Josephine Rose
Edward Bothwell

Alice Brady
Alma Walsh
Rose Ruggiero

Frank Eisenbauer

Not a Paid Ad!

If you want a real treat try some of those salted-nuts Paul Hunt was selling at Christmas.



Herman Nordstrom, paper machines, took this interesting picture of a steam driven threshing machine at work on a farm outside Belleville in Canada last Summer.

They were sampled in the Flower Pot Department and everybody agrees they are the best yet.

Christmas was celebrated in real style in the Flower Pot Department. The girls exchanged gifts, had a grab bag which furnished plenty of laughs, and completed the day with a turkey dinner.

We are glad to have Chester Porter back with us again, after a week's vacation. He is a married man now.

Billy and Mrs. O'Brien won the Auction Bridge Tournament held recently by the Bird Club in the Brigade Room. Congratulations.

Shoe Cartons Department won both high and low prize—with Victor Taggart and Bob Patterson winning the booby prize!

The girls in the Flower Pot Department thank the boys for the ice cream and candy enjoyed the day before Christmas.

Is rumor right?

Rumor has it that Joe Smelstor will soon join the ranks of the benedicts.

Ben Whittier was married on Christmas Day to Miss Florence Gottberg of Norwood. Co-workers presented Ben with a smoker. He has the best wishes of all for a happy married life.

Carl Lanphear followed in Ben's footsteps, choosing New Year's Day to take his bride, Miss Frances Bennett of Walpole. He was also presented with a smoker. Best of luck, Carl.

Watch out

This leaves only one single man in the Flower Pots Department, John Siegmund. He is well guarded as we are afraid he will be kidnapped!

Louise Capone and Nora Reardon both received hope chests for Christmas. We figure it won't be long now.

We extend our deepest sympathy to LeRoy Fullerton in his recent bereavement.

It is fine to see Astrid Anderson back to work again after a two months' illness.

Ann Sword and Alice Blazonis are going places in their new cars.

Mary Bellew is slowly recuperating at home after an automobile accident in Natick several weeks ago.

Roofing Mill and Office

George Lane
Stanley Phillips

John White
Charles Norton

Edward Hiller

Judging by the number of cups John Eppich, Jr. has been winning, Fred Astaire will have to watch out for his dancing laurels.

Chet Gibadlo recently attended the Golden Glove Boxing Tournament in Brockton. They say that Chet was completely exhausted from putting body English on all the punches that the boxers threw. Chet, however, escaped with out a scratch.

We understand Bill Jonah has a passion for igloos. Not being able to have one at home this winter, he now has one at No. 5 machine.

Henry (better known as Hakey) Christiansen is reported ready to take a rest cure to get away from a certain blonde who has been dogging him lately.

Brookline's fairest sees a lot more of Pat Barrett since he got the new to him V-8.

And Lame Muscles?

Some of the boys say that Ed Hiller was a fairly good basket ball player in his youth. He is now attempting a come back with the Foxboro Town team. Latest reports say that the come back is far away unless he can do something about that sagging stomach of his!

We understand Charlie Seavey had his mind and eyes well occupied at a wrestling match recently where a slightly intoxicated woman was trying to do a strip act. Sorry we weren't there, Charlie.

Our sympathy is with Tom Concannon whose five-months-old baby girl is ailing at the Norwood Hospital. May she have a speedy recovery.

Vic Stafford is having a long siege of sickness.

Al Whitmore is doing nicely after a serious stomach operation at the N. E. Baptist Hospital.

One of the 1937 Plymouths found a good home with Emil Anderson. This is his annual custom. It must be great to be in the dough.

Congratulations to Ed Wenstrom whose wife presented him with a baby boy.

Hog-caller

We are planning to enter Frank Montisano in the next Hog Calling Contest out West. They say he has the makings of a champion.

The inaugural exercises of our President were graced by Tony Utorka's presence, who attended as one of Governor Hurley's party.

Congratulations to Howard Everett on his election to the Board of Selectmen in Walpole.

All Mixed Up

This weather has smiling Charlie Savage so pixedilated that he is seriously considering taking his annual fall vacation any time now.

We welcome Victor Alm as our new messenger boy. Bob Knox has entered the school of hard knocks in the Mill.

It's a boy at the Joe (Opera) Hill's. Ditto at Pat Reardon's menage, only this one is a little older, and according to some reports, one of the handsomest children in lots of miles.

Why is it that Johnny Korsun is now known as the candy kid, or would that be more applicable to Dick Stoddard?

George Kozak is an earnest student at Wentworth Institute, where he is studying Mechanical Engineering. That, however, doesn't keep him from anxiously awaiting the next Bird Club dance where he'll try out his latest steps with u no whoo.

Ask Ed Wenstrom about his new baby, and then try and get away. This is a swell way to while away half an hour.

George Smith to his daughter: "There are two words I want you never to use, one of them is 'swell' and the other 'lousy'." "O.K. Pop, what are they?"

Flooring Mill and Office

Tom Rogers

Angelo Macchi

Thomas Paquette

Laurence Gammell

John S. Smith

We understand Dewey Beach was the hit of his home town "down East" by showing the folks how to dance American style.

Beats Fish Stories!

We nominate Joseph Eppich as a candidate for the all time "Tall Story Club". Joe says he formerly chased rabbits in the woods of North Walpole and caught them with his bare hands. (P.S. They must have been baby rabbits, or else he wouldn't dare chase them.)

Wilho Waukhonen and Adolph Sienkewicz are mapping out a plan whereby they may enter the sacred portals of society in Newton and Milton. With two such handsome young men turned loose among society's finest maidens, anything may happen.

Friends of Mr. and Mrs. Joseph Lokitis in the organization presented them with a triplet baby carriage, soon after the announcement of the triple addition to Joe's family. The babies were baptised on Sunday, January 17th and a party was held afterwards at which many friends were present to wish Joe and his family the best of luck.

Flash—another Master Chevrolet has been damaged. Harold Larson's car was hit by George Pearson's Ford. The Chevy suffered the most.

Charles Letts went hunting up in Maine for a few days. He says the game was very plentiful. He had the usual hunter's luck, and a good time.

Stuart Farris' responsibilities in life have increased by one more addition to the family.

Our two Thomas's—Folan and Nichols—went to New York for New Year's Eve. They came, they saw, and they conquered—but we did not hear much about what they conquered.

Natale Cordo has a new addition to his household. It's a girl.

Allan Hill has purchased a new to him car. Now Allan, Walter Wallis and James Porter, who incidentally has almost fully recovered from a recent illness, will no doubt have a continuous debate as to the merits of their respective cars.

Benny Capone bumped into a door one night, and by the looks of his eye, he surely must have hit it!

Joe Louis has one of his most substantial backers right in the Undercoat Department. Tommy Nichols will lay a bet on him any time, place or manner.

We welcome Philip Hendricks to the Undercoat Department, and several new workers to the Shipping Department.

Neck 'n Neck(?)

Peter Didick and Wilho Waukhonen are running neck and neck in the race for captivating the most feminine hearts. Peter shows promise of even exceeding Wilho, but this of course is doubtful.

Evan Ostrom has purchased a Plymouth and all he needs now is a trailer.

Lawrence White would like to hear any sort of new story. Anyone having one in mind please communicate with Lawrence.

George Pearson knows how to get the most speed out of a Ford, but he lost a race recently with a State police officer.

Congratulations to John Batulevitch who was married to Miss Eileen Fitzgibbons, Walpole, on Tuesday, December 29th. A party was given at the home of the groom's parents on January 2nd, and many beautiful and useful gifts were received.

Chicago Mill and Office

Ray Wolf

R. Koerbel Smith

Gladys Davis

T. E. Oakes

Blessed Event

Mahlon Parker has become the very proud "papa" of a boy. His name is Donald Raymond and weighed 8 lbs. 10 oz. at birth. Although Mahlon insists he doesn't have to walk the floor nights with Donald, we think he does, because he's become quite a crooner.

Lady Luck

Ralph Wohlberg was the fortunate winner of a fruit cake raffled at the office to help with Christmas baskets, and even though he doesn't like fruit cake, he had an uneasy afternoon when his prize disappeared and he walked into the office with everyone munching fruit cake. Not until 4:45 did he know the thank you's he received for the cake were the put-up job of Mary Curran and a few other office teasers who had bought another cake to pass around the office to worry him.

Changes

Both Geo. Mahoney and Chuck White are now out in territories of their own. Bob Brebach has a city territory. Emmet Oakes is taking Bob's place in the office. Koerbel Smith is taking over Chuck's work and Ray Wolf is taking over Koerbel's work. Florence Carlson is now working for Berry Asphalt Company.

If the wishes of the rest of the office materialize, these folks will be most successful in their new undertakings.

Twas the Night Before Christmas

Remember the Christmas party? John Crippen certainly did a good job of officiating as Master of Ceremonies. His clever description of a busy day around the office and the different departments' activities was very entertaining, and while the loaded cigar didn't come up to expectations, he seemed to have

sold Emmet Oakes on insurance. Everyone agreed Mr. Pullar can sure keep a crowd going. Whew! were we tired.

Gone But Not Forgotten

The bonus.

Belles and Bells

After Christmas we had the thrill of discovering a lovely diamond ring on Norma Olson's left hand.

Shortly after that came the announcement of Ann Kelly's coming marriage to Martin Thompson. The luncheon the girls gave for Ann was an enjoyable occasion,—the corsage of gardenias adding to its festive air. We hope the Mixmaster and lamp with which the couple were presented by the office add to their happiness.

The Market

The annual Furniture Market brought many visitors to Chicago, and while more of our organization were here, we only had the pleasure of seeing a few members—Messrs. Wright, Hanna and Merrill.

Good Old Saturday Night

When Elinor Bree was asked how she liked her mother's new electric washer she said, "Not so good. Every time I get into the thing to take a bath, those paddle arrangements knock me off my feet."

Signs of Spring

Harold Altman's new Dodge.

The girls' new "prints".

Marshall Meyer planning his garden.

(But don't forget—the smell of moth balls is still with us.)

Berry Asphalt Company

Otto Holloway

John Savage

Buster McGuffin

Mr. H. B. Pullar, Vice-President and General Manager of Berry Asphalt Company, was in Waterloo for about ten days. During his visit three gentlemen dropped in from Louisville around eight o'clock one Saturday night. There was a great commotion when it was found out that the gentlemen from Louisville had had no nourishment. Mrs. Van Pelt con-

Meet Miss Phyllis Lorusso. Phyllis tells us she is a year old and that her father, Charles Lorusso, works at our Flooring plant.



tributed some ham and Mr. Pullar in the role of chef concocted a dish of ham and eggs that gave the gentlemen from Louisville the nourishment they needed. All the gentlemen vouched that Mr. Pullar was cook of no mean ability.

Dan Landt, better known as Alice the Goon, has purchased a 1934 Master Chevrolet Coach. The girls that live between Waterloo and Prescott should be accustomed to the toot of his horn within a week's time.

Barney P. Soward, of the Chicago Office, was in Waterloo for one week. During his stay the Guest House was without a cook and Barney really suffered, for when grazing time comes around, Barney can make a farm hand look like a debutante at an afternoon tea. As bacon and eggs were the easiest thing to get, Barney had them at least twice a day. Some one broke the can opener and then things did get tough. He started cackling one day, and if he hadn't gotten away for Chicago when he did the chances are that he would have been laying eggs. We can think of worse things though with the price of eggs at forty cents a dozen.

Henry "Crook" Richardson has moved his family and household from up town Waterloo to the fast growing outskirts. Crook states that he is glad to be near the plant.

Chester Eberle has left the office force and is on the road selling Berry Asphalt Products. Everyone wishes Ebb the best of luck in his new field of endeavor.

N.B. Chester, your chair is still reserved at the Guest House.

Since the squirrel season has opened old inner tubes have been at a premium, as the boys are busy getting their sling shots fixed up.

Harry Miller, plant foreman, says that he is mighty glad that Blowing Stills No. 2 and No. 3 have been repaired.

W. H. "Red" Oswalt, of the production department, was ill for several days but is back on the job and feeling O.K.

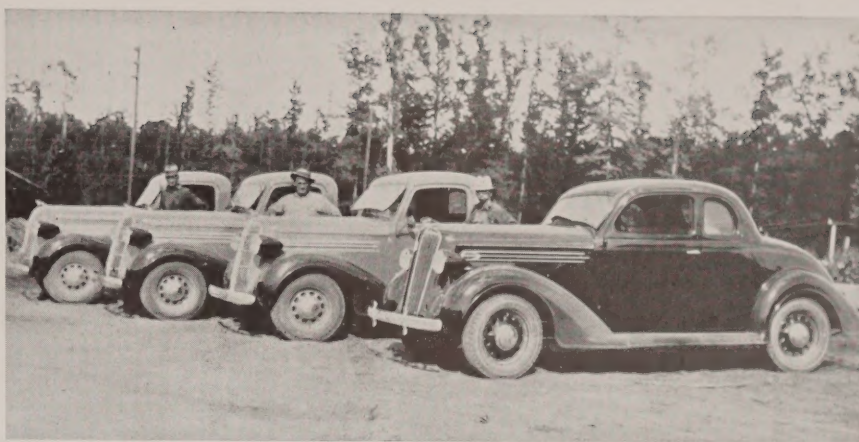
It may be to Mr. Whitney's advantage (of Bird & Son's Auditing Department) to get in touch with Mr. B. P. Soward (Berry's Auditing Department). Two will get you five that Mr. Whitney's vocabulary can be increased with a few choice phrases fresh from Waterloo.

The Guest House has been reduced from five members to three since the first of the month, as Chester Eberle has gone on the road and W. J. Liechty has gone down the matrimonial highway. This, after everybody decided he was a confirmed bachelor.

There has probably been more activity in the vicinity of Waterloo in the past two months than since the field first opened. A new well was brought in by Benedum-Trees Co. Land that could have been leased for a buck an acre jumped to fifty dollars and some went as high as five hundred dollars per acre. Oil men from all over the Southwest were on hand and the chief topic of conversation for several weeks was the "New Well". It looks as though they have a three hundred barrel well and greater activity will be seen around Waterloo in the future.

In a series of the best two out of three games, the Refinery defeated the Lease two games to one. The Lease had an edge on the Refinery during the regular season but when the Refinery team was put to the acid test they came through with flying colors.

The establishing of a Hamburger Emporium by Mack and Lou Wright got off to a great start. Their first customer Bill, "Have you



Three half ton Dodge trucks were recently purchased at Berry Asphalt Co. The Plymouth Coupe shown here was assigned to Mr. R. N. Smith, Lease Superintendent. The men in the picture are "Bun" Jackson, Lease Trouble Shooter, J. W. Weems, Lease Foreman, and "Goat" Waters, Lease Pumper. R. N. Smith was manipulating the camera.

heered anything," Jinks, lapped up seven burgers, three cups of coffee, two pieces of pie, and then topped this off with a couple of Hershey bars.

Note: Bill was off three weeks last summer with a weak stomach. You must be feeling better, Bill.

Record Established

Dan "The Goon" Landt, who visited his parents in Florida during the Christmas Holidays, established a record coming back to Prescott from Florida for a New Year's Eve date. The cause for the speed was quite naturally the girl of his dreams—but alack and alas as Dan knocked on the door and asked for his fair one, he found out to his despair that said maiden was filling a date with, perhaps, the boy of her dreams.

Ishman Hicks, truck driver, and a post graduate from the Nick Carter Detective Agency has been working his badge over time for the past few days. Reason—he had a tire stolen from his truck and he is tracking his man down. Ishman says the thief had a patch on the bottom of one of his shoes and he has the biggest "foots" that Ishman has ever seen. He will sign an affidavit that they are at least two inches longer than any man's in Waterloo. He tracked him as far as Blakley's Mill and believes the robber to be on his way to Hope. As said before he is working his badge overtime and vows that he will catch him if he has to go to Texarkana. Ishman says that he will break the case and nab his man before the end of the week.

H. B. Pullar and Chester Eberle attended the road show at New Orleans. On Ebb's return to Waterloo we thought that he had gone broke as the odor from his car had us looking for a sign "Fish for Sale". We were right about the odor, for the next evening we had a fish dinner at the Guest House, consisting of Red Snapper and Flounder. It was a rare treat for all of us as we are seldom in a locality to procure any sea food. Perhaps Eberle was dusted as Mr. Pullar furnished the fish and Ebb the transportation. Any way we wish to thank both Mr. Pullar and Chester for a very enjoyable meal.

Quail Hunting

Jess Hays, better known as 430-03-1878, employed in the Laboratory is known throughout Nevada County, as a quail hunter of no mean ability. The other day Bill Dickey, star catcher of the New York Yankees' World

Champions drove from Little Rock to Waterloo to hunt some birds. Now Jess doesn't know or doesn't care about Dickey's rating as the best receiver in the big leagues, in fact he doesn't know today whether Dickey is in the American or the Epworth League. Nevertheless, he knew that Dickey had some dogs that would compare favorably with any in the State. As luck or fate decreed Dickey inquired from Jess where he would be likely to find some birds. Jess had several coveys of birds spotted and was reluctant to give any information as to their locality. It so happened that Dickey had a vague notion where the birds were and was getting warm when questioning Jess as to the best places to go. He informed Dickey that the land was covered with water and you would be compelled to walk five miles to get to the birds. Dickey thanked Jess and drove away. In the interim Harold Boggess told Jess that the gentleman talking to him was

Roger Smith, Waterloo plant, with about half the day's kill for the party. This picture will make all the duck hunters between here and Waterloo green with envy.





Chester Eberly, Ted VanPelt and Roger Smith (center three), with two more members of a duck hunting party which bagged 100 ducks in the rice fields of Eastern Arkansas. It looks as if the fellow on the left never saw anything quite like Chester before.

Bill Dickey. It was then that Jess tumbled and with eyes popping out so that you could have knocked them off with a stick, he came running into the office telling the whole world that Bill Dickey was in Waterloo with the best dogs in the State. Jess was jumping up and down, so arrangements were made so he could go along with Dickey. The hunt netted fifty-six birds.

Mr. H. B. Pullar is spending several days around Waterloo and vicinity on Company business.

Mr. J. W. Smith and family are in Waterloo. J. W. on business and the family on vacation.

Mr. and Mrs. Nicholson were visitors in Waterloo. They had attended the Road Show at New Orleans and spent the night in Waterloo before returning to Chicago. Mr. Nicholson is chief chemist of the City of Chicago.

F. R. Grant of the Chicago office was a visitor in Waterloo. He didn't visit long, however, as Mr. Van Pelt, our superintendent, sent him to Memphis on business.

The oil business is booming in Waterloo. The new field has several new oil wells, which are producing. None of the wells brought in so far are flowing. They are all on the beam or being pumped.

There was quite a commotion in Waterloo several days ago when a well blew in, but the net result was mostly Salt Water. However, it took several days to cap the well and it had plenty of pressure. A good gasser would be welcome in the field.

Quail have been plentiful in this part of the state this year. Lately we have been catching plenty rain and the Nimrods have been kept in fairly close. C. I. Gerhart, Ober L. May and Jess Hays have been the most successful of the hunters.

Mr. Van Pelt came back from his vacation with a new Plymouth. He can now lie back and watch the Fords go by.

Girls' Bowling Team

LAURA FARRIS, Billing Department, leads the parade of the Girls' Bowling Team with the high individual single string average of 114 and the high individual three string average

of 309, but she has to concede first honors for the high average of the season to Hilda Zimlicki of the Cartridge Cutting Department who leads this list with an average of 90.1 against Miss Farris' 89.1. The high team single string record and high team three string records are both held by Wallboard Department team, with a single string figure of 486 and a three string total of 1290. Recent team standings are as follows:

Team	Won	Lost	Average
DMK	29	3	.908
CD	23	9	.719
FXW	24	12	.666
AB	23	13	.640
FX2	10	14	.419
CF	9	15	.373
VN	8	32	.200
FXG	6	26	.177

Ten Highest Individual Averages

Name	Team	Average
Hilda Zimlicki	DMK	90.1
Laura Farris	AB	89.1
Annie Stasis	FXW	88.1
Mary Bannon	AB	85.6
Jane Kwiatkowski	FXW	84.5
Rose Ruggiero	FX2	84.4
Helen Olsovich	DMK	83.2
Betty Kugel	CD	82.2
Anne Kelliher	CD	82.2
Mary Bandonis	FXW	82.1

Men's Bowling League

By Robert A. Rodd, Jr.

THE complete report of the men's league shows the Undertakers, or rather Undercoaters, of FFN leading the National League, and the Mighty Granules of FBW leading the American League. Mighty Granules is right. They ended the first half of the season by breaking the records for the year of both the Team

Three-String and Single-String totals, knocking the pins for a 1539 for the former and a 559 for the latter. There's something to shoot at!

Three bowlers, Guy Hoyt and DiFlaminis of FXR, and Charley Malouf of FBW, were claiming the honors for the Individual Three-String total with a 344 for each. The obliging Gus Farris of FFN, however, pushed them over for a 353, thus ending the triple tie for tops. Frank Troiano of FBI bowled a single string of 147 during the early part of December, and hasn't been threatened as yet.

High averages show the following:

Amedeo DiFlaminis	FXR	111.2
William Percy	FBW	107.2
Samuel DiFlaminis	FBF	105.0
Charles Malouf	FBW	104.4
Thomas Elias	FBF	102.7
Richard Sprague	FXC	101.8
Edward Knaus	FBN	101.2
Earl Higgins	FFP	100.16
Roy Yonkers	FFP	100.0
Tony Richardi	FBN	99.6
Thomas Smith	FBP	98.7
Howard White	DMP	98.6
Theodore Piezonka	FBP	98.5
George Abbott	FBP	98.5
Guy Hoyt	FXR	98.5
Joseph Eppich	FFN	98.4

The team averages show.

National League	American League
FFN .750	FBW .875
FBI .607	FXC .792
FBP .464	FBF .708
DMP .458	FXB .600
AC .393	FBN .571
EM .375	FXR .542
FFV .313	FFP .417
FBV .042	FFM .071

It looks as though Mr. John Robert Cameron, son of John Cameron, Flooring Finishing Department, were discovering the secrets of Botany at an early age.



Veterans' Service List

Suggestion Awards

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during February and March, and of those who complete twenty or more years' service during these months:

FEBRUARY

	Year	
Thomas P. Maguire	2- 3-1880	Retired 57
Henry Hartig	2-21-1905	Maintenance 32
Martin Lambine	2- 1-1910	Retired 27
Alice Field	2-27-1911	Office 26
Fred Nordblom	2- 2-1914	Flooring Plant 23
B. R. Taylor	2-16-1914	Office 23
Peter Nielson	2- 7-1916	Box Shop 21
James Loughman	2-10-1916	Roofing Plant 21
John E. Curran	2-11-1916	Paper Mill 21
William F. Murphy	2- 5-1917	Box Shop 20
Sophie Eppich	2- 9-1922	Office 15
Leslie Hall	2-15-1922	Box Shop 15
James Donovan	2-20-1922	Paper Mill 15
Christine Sherer	2-21-1922	Box Shop 15
Howard Ellis	2- 1-1927	Flooring Plant 10
Emil Aho	2- 8-1927	Power & Steam 10
Mike Kelley	2-13-1927	Roofing Plant 10
Gordon Wilson	2-14-1927	Flooring Plant 10
Rogers Weed	2-21-1927	Office 10
Axel Ostrom	2-23-1927	Roofing Plant 10
Agnes Heferan	2-28-1927	Office 10
Ralph H. Hall	2- 1-1932	Box Sales 5
Joseph Jarlis	2- 4-1932	Box Shop 5
Benj. Baranowski	2- 8-1932	Box Shop 5
John Davidsonis	2-13-1932	Flooring Plant 5

Chicago

William W. Wilson	2- 9-1913	Mgr., Western Division Sales 24
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Harry M. Clark	2- 1-1922	Roofing Sales 15
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Phillipsdale

Willie Banks	2- 6-1910	27
Joseph Farrell	2-21-1913	24

Canada

Miss L. T. Dick	2-15-1910	Montreal 27
W. Johnson	2-10-1927	Montreal 10
G. A. Gauthier	2-24-1927	Montreal 10
W. Smylie	2-16-1911	Hamilton 26
A. J. Grimard	2-16-1917	Pont Rouge 20
O. J. Picher	2- 1-1917	Portneuf 20

MARCH

James Kivlin	3-30-1892	Paper Mill 45
Emanuel Johnson	3-11-1898	Maintenance 39
William Quinn	3- 9-1900	Paper Mill 37
Bartley O'Donnell	3- 1-1905	Maintenance 32
Harry Bellew	3-10-1907	Roofing Plant 30
John S. Mattson	3- 4-1908	Roofing Plant 29
William Morrissey	3-29-1910	Maintenance 27
Ivar Lindquist	3- 3-1911	Roofing Plant 26
Felix Thompson	3-10-1911	Paper Mill 26
John Peza	3-13-1911	Roofing Plant 26
Salvatore Lacivita	3- 8-1912	Roofing Plant 25
William Quinn	3-21-1912	Box Shop 25
Camillo DePlacido	3-22-1912	Roofing Plant 25
John Broadley	3- 2-1915	Maintenance 22
John J. Foley	3-18-1915	Paper Mill 22
Eric Carlson	3- 7-1916	Paper Mill 21
Stanley Alukonis	3- 7-1916	Roofing Plant 21
James Wilkes	3-10-1916	Box Shop 21
Mike Yasonis	3- 5-1917	Paper Mill 20
Tony Yuhasky	3-26-1917	Paper Mill 20
A. J. McDonald	3-29-1917	Maintenance 20
Girolamo Rignonese	3-14-1922	Box Shop 15
W. C. Head	3-20-1922	Box Shop 15
John T. Andrews	3- 7-1927	Office 10
Joseph Erker	3- 7-1927	Office 10
Leon Bahonski	3-10-1927	Roofing Plant 10
Nicholas Radzwill	3-28-1927	Roofing Plant 10
Mary H. Nixon	3-28-1927	Paper Mill 10
John Kwiatowski	3-28-1927	Roofing Plant 10
Wm. J. Urquhart	3-29-1927	Box Shop 10
John Healey	3-30-1927	Flooring Plant 10

Chicago

David Calhoun	3-20-1922	Roofing Plant 15
Walter Bauer	3- 1-1927	Roofing Plant 10
Robert Rush	3- 3-1927	Roofing Plant 10

Phillipsdale

Henry Phelps	3- 7-1909	28
Helge Holter	3- 4-1912	25

Canada

W. R. McNeil	3-23-1901	Montreal 36
M. J. Nickle	3-18-1922	Montreal 15
E. M. Stavert	3-30-1927	Montreal 10
E. J. Taillefer	3- 1-1917	Montreal 20
L. Lalonde	3-31-1927	Montreal 10
A. McCulloch	3-10-1915	Hamilton 22
T. J. Petit	3-25-1922	Pont Rouge 15
T. Nisbett	3- 1-1911	Portneuf 26
F. J. Piche	3- 4-1917	Portneuf 20

DECEMBER

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Babbitt Bearing at FBW—Frank R. McMahon, FBW
Offset Slitter Arms FBPM #2—Edmund Wenstrom, FBM

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Metal Strip in Place of Rubber Cushion on Press at FBI—W. Raymond Bearce, FBI
Change of Department Location at Chicago—Gladys Davis, Credit—Chicago
Relocate Grease Nipples on Rollers at FFFM1—John A. Delaney, FFP
Special Guard at FFP5 Hanger—Alfred DiMarzo, FFP
Shorten Roll Guides on Lid Rotaries—Ernest Field, FXR
Glue Deflectors with Brass Inserts for FXRM13—Ernest Field, FXR
Steam Coil at Drain Pipe Valve FBPM7—R. G. Fulton, FBPM7
Move Ladder in Lining Chest to Safe Location—Charles Geigol, DMB
Anneal Yoke for Lifting Rolls—I. C. Goding, FFM
Stop for Booster—Eino Heikkila, FXR
Raise Hot Water Hose on First Press Felt Cleaner—Hjalmar Hysrke, DPM
Light on Stapler—Berta Kugel, FXF
Skid in Front of Door FX2—John Lydon, FXR
Asphalt Guard Front of Calender Rolls—Patrick Maguire, FBPM
Safety Device on Truck for Unloading—William Percy, FBW
Relocate Water Valve at FBPM6—Louis A. Silvestri, FBPM7
Sloped Floor in Silicate Pit—Richard Sprague, FXC
Change Method of Loading Pitch Tanks—Newell Tibbetts, FBC

An additional award of \$5.00 was made to Perry Crane, FBW, for his suggestion "Automatic Shut Offs for FBW Switches," accepted in November, and now showing a definite savings in Manufacturing Cost.

The following people received awards of \$10.00 each for having had five suggestions accepted: Edmund Wenstrom, FBM, R. G. Fulton, FBP, and Richard Sprague, FXC.

JANUARY

The following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Jig for Regrinding Cut Outs—Charles Chorlton, Jr., FBM

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Cover on Paste Barrel—Louis Adamek, Chicago
Special Brass Caps for Slitter Rule—William D. Andrew, DPP
Method of Cleaning Mixer at FBK—Howard C. Bearce, FBW
Overhead Door on Shipping Platform—William Bennett, Chicago
Idle Pulley for Crane—Raymond Boyden, FFN
Widen Platform at #4 Tank—FBB—Vito Carchedi, FBY
Two Piece Ductor Blade at Insul Bric—Charles Chorlton, Jr., FBM
Tin for Oiling Box—Joe Cozzi, Chicago
Sheet Metal Under No. 1 Belt at Chicago—Joe Cozzi, Chicago
Extra Step for Platform Over No. 2 Hopper—Joe Cozzi, Chicago
Separate Switch for Lights at West End of DM19—Dave Heylin, EMZ
Arm for trucking Waste Bags—Lawrence Hubbard, FXR
Gauge in Wax Pail—Frank LaCivita, FXB
Heater for Asphalt, Banbury Mixer—Anthony T. Lucas, FBV
Relocate Switch Box in FXG—Peter J. McCall, FXT1E
Lengthen Gauge on Table—Frank Montisano, FBI
Improvement on Paper Guide on FXRM 34 Slitter—Wm. O'Brien, FXR
Belt Instead of Rope on Dust Bag—Joseph Purpura, FBI
Widen Platform at #5 Paint Mixer—Michael A. Sylvester, FBPM
Safety Catch for Triplex Shaft at FXCM2—Patrick Sylvester, FXC
Guide on Steel Plate FBI—Frank M. Troiano, FBI
Cut Corner off Table Near Press in Insul Bric—Fred Turco, FBI

Three people were given additional awards of \$10.00 each for having had five suggestions accepted: Joe Cozzi, Chicago; Frank LaCivita, FXB; Michael Sylvester, FBP.



This picture won a prize for the most interesting picture in a contest in Chicago. The snappy young gentleman is none other than Richard, son of Richard Johnson of the Chicago office.

Cribbage Parties

By Herman Nordstrom

THE 1936-1937 Cribbage season opened with a bang on November 19th with 28 players present. Prizes went as follows: First prize to Stephen Thomas; Second prize to John Hale; and door prizes to William Hall, watchman; Stuart Farris, Floor Covering plant; and Oscar Cook of Norwood. Baskets of fruit were given in each case.

The second party was held on December 17th, again with 28 players being present. Turkey was king that night and every prize winner received a Christmas turkey. The first prize went to Everett Readle, #1 Box Shop; second prize to John Burhoe, Boiler Room; and the two door prizes to Harry Hey, Accounting Department, and George Stone, Paper Mill.

The most recent party was held on January 21st with the largest attendance yet—34 players. Harry A. Davis, Flooring Plant, won first prize; Leo Clarkin, Flooring Plant, second prize; and the three door prizes were won by Nelson Bartlett, Roofing Plant; Roy Massey, Flooring Plant; and F. S. Massey of Dorchester. A basket of fruit was awarded in each case.

There is no longer any doubt about the popularity of these cribbage

parties and the committee plans to continue them through the Winter Season.

Bird Bridge Club News

By Herman Barker

WITH a fine crowd of 76 present, the Bird Bridge Club held its first meeting on January 8th, 1937 at the East Walpole Brigade Room. Auction winners of the first meeting were Mr. and Mrs. William O'Brien. The winning contract team was Edgar Tarr and Joseph Erker.

Plans for the remainder of the season include four more matches and a school in contract. The dates for the matches are Friday, February 5th; Friday, March 5th; Wednesday, March 31st; and Friday, April 30th. While the attendance at this first meeting was very encouraging, there is still plenty of room for more and all bridge enthusiasts are invited to appear at the next match. Admission is free to Bird Club members with a charge of 25c for non-member guests. We hope that all bridge fans will keep these dates open and will be present.

Although the plans for the Bridge School are not completed, a competent instructor will be engaged and we hope to get the lessons started by the 1st of February.

Why Worry?

If worrying helped any—
it should be encouraged.
Because worrying doesn't help—
it should be discouraged.
If you worry while eating—
you invite indigestion.
If you worry while working—
you invite an accident.
If you worry while at home—
you invite a family quarrel.
If you worry after you go to bed—
you invite a sleepless night.
Indigestion, Accidents, Family Quarrels and
Sleepless Nights all Interfere with Good
Health.
Good Health Invites Happiness.
WHY WORRY?

Soccer Notes

By John H. White

SINCE our last report the Soccer team has fared very well, winning four out of five games played and tying the other.

Brighton S. C. was defeated 7-1 and Lusitania defeated 6-2. Both games were played at East Walpole.

We arrived in the Divisional Semifinals of the state championship by finally defeating British American of Quincy by 2 goals to 1, in the replay game following a tie 0-0 game at East Walpole. Tommy Florie and Harold Nicholson were the scorers.

We are waiting for the draw by the Cup committee to learn who we must meet in the next round. In this part of the state only four teams remain in the championship, namely Somerville Town Soccer Club, Andover Town Soccer Club, Clan MacGregor of Quincy, Bird & Son Soccer Club. Our team has been strengthened and we hope to reach the state title. Ben Silva, formerly of Lusitania in 1936, and Soe Miguil in 1937, one of the best fullbacks in the state, has signed for Bird & Son. Also Seth Anderson, said to have played for Sweden twice, and Al Craig of Quincy, are new Bird players but have not worn the Bird colors yet because of the bad weather holding up games.

In the Boston and District League we are holding a favorable position and now have a full team ready for duty.

Acknowledgments

I wish to thank Bird & Son, inc. and my fellow workers for their kind expression of sympathy in our recent bereavement.

Thomas Burns.

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.
The Family of the late Mrs. Arthur Burrell.

Gratefully acknowledging and thanking you for your kind expression of sympathy.
Mr. and Mrs. Thomas Coyne.

We wish to thank our friends at Bird & Son, inc. for the kind expressions of sympathy and beautiful flowers sent to us during our recent bereavement.

Mr. and Mrs. Eugene Connolly.

Thanking you for your kind sympathy expressed in the beautiful flowers received.
Mr. Michael Elias and Family.

I wish to thank my friends at Bird & Son, inc. for the flowers and the kind expressions of sympathy received during my recent bereavement.

Rogers Weed.

We wish to express our appreciation for the flowers and expressions of sympathy received during our recent bereavement.

Mrs. Annie L. Driscoll,
Mrs. Eugene L. Kelliher,
Mrs. Martin E. Morris.

We wish to thank Bird & Son, inc. and the many friends for the flowers and the kind expressions of sympathy during our recent bereavement.

Mr. and Mrs. Leroy Fullerton and family.
Mr. William E. Counter.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins Individuals
Lock-Butt	BIRD Insulated Bric-Siding	Giant Individuals
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal	Mineralite	Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs Economy Floor Coverings Economy Hall Runner

BIRD NEPONSET Hall Runner

BIRD Lining Felt

BIRD Saturated Felt

Rubberlike Matting

BIRD CHROMALIN Floor Covering

Patterned Plain Jaspé

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons
Tack and Screw Boxes

NEPONSET Waterproof Paper Flower Pots
Plant Bands Plant Boxes

Special Paper Division

Index Pressboard	Socket Lining Paper	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes		
Industrial Filter Paper		
Innersole Board	Cloth Board	



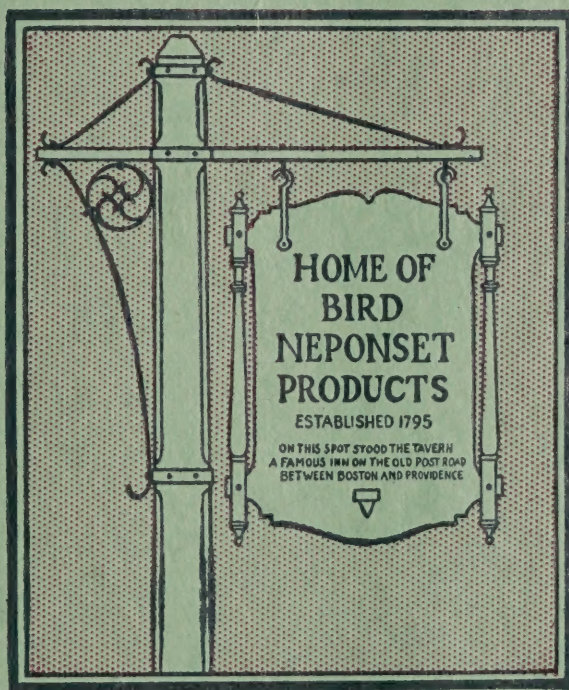
{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of

BIRD & SON
INCORPORATED

East Walpole, Mass.



VOL. XXV NO. 2

APRIL 1937



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

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Chief Chemist, A. H. CHAMBERLAIN

Superintendent Flooring Division, R. M. WIGHT
Assistant Superintendent, B. H. BAILEY
Chief Chemist, J. J. BRADLEY, JR.
Chief Research Chemist, J. E. GRAHAM

Superintendent Eastern Roofing Division, M. R. BEASLEY
Assistant Superintendent, G. E. SMITH
Chief Chemist, F. P. REYNOLDS

Superintendent Western Roofing Division, J. G. YOUNG
Assistant Superintendent, J. F. MATCHA
Chief Chemist, ERICH GACH

Branch Offices

New York, Chicago

Warehouses

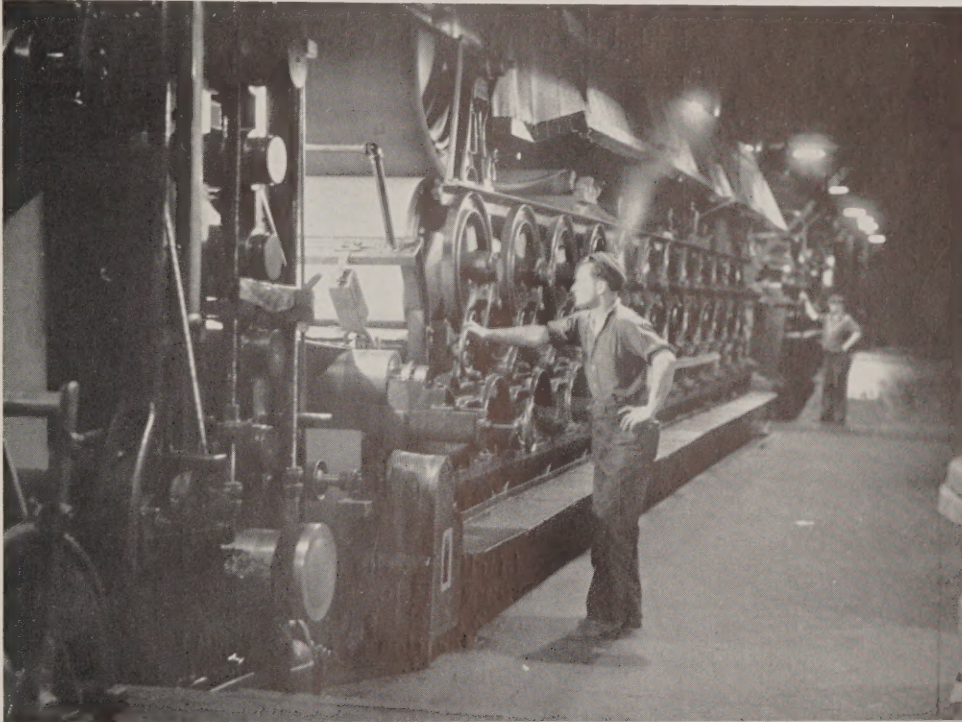
BALTIMORE, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY, MINNEAPOLIS
NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

BIRD'S NEPONSET REVIEW

VOL. XXV

APRIL, 1937

No. 2



Recent picture of No. 3 Machine where extensive changes are now being made at the winder. The man in the foreground is George Carlson.

Extensive Changes at Paper Mill Will Increase Efficiency and Production

LAST year it was the Flooring Plant which increased production through important changes in equipment. This year it is the Paper Mill which is undergoing extensive modernization with the promise of a large increase in production after the work is completed about June 1.

The most noticeable change already completed is the new construction, making two stories of the wet-end section of No. 2 Paper Machine Room. This larger room makes possible the installation of an entirely

new wet-end on this old machine. Six vats with 42-in. cylinders will replace the present system of seven vats with smaller cylinders. Each vat will have its own circulating pump and Bird screen so that it can be used as a complete unit in itself. In addition, each cylinder will have its own electric motor, which will give better control in the pulling of the Felt between the screens. These improvements, plus a special suction foam remover for each vat will positively assure a better formation of

the paper from the very start.

Just beyond the vat where the water is first removed from the newly formed sheet as it travels between two felts, a new suction primary press with rubber-covered suction roll will be installed, and the present first press will have the same new type of rubber-covered suction roll installed in it, thus enabling this section of the machine to produce a much better quality paper with more bulking, and with cleaner felts. A new type cleaning box for



Workers digging away the embankment near No. 2 Box Shop to make room for the extension for No. 3 Paper Machine.

the top felt will be located directly over these primary presses instead of at the end of the machine as formerly. This makes a saving in expense on the top felt, since its length is reduced by about one-half.

The drying efficiency of the machine will be greatly increased by the addition of seventeen new driers, sixteen of them to be installed in stacks four high at the start of the drying section. The other driers will remain unchanged, except that the machine throughout is now to be equipped with worm-gear drives. With this total of eighty-five driers, production will be increased considerably.

At the finishing end of the machine, the first calender stack is to be rebuilt and a new second stack installed — also, an entirely new Langston rewinder has been purchased on which narrow rolls can be slit right at the machine, a process that formerly had to be done by carrying the large rolls to the Finishing mill at the other end of the Plant.

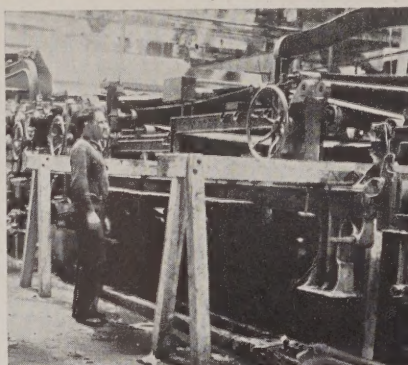
New Steam Line

To further increase the efficiency of operation, a new 14-inch steam line has been installed from the Boiler Room, and a pit has been built from one end of the machine to the other.

With all these major changes which affect every section of the machine, the old No. 2 Machine Room will hardly be recognizable a few months from now. Production is increased, quality improved, and working conditions made better for the men on the machines. When the job is completed about June 1, the No. 2 Machine, officially known as DMP2, will certainly be all set to "go to town" in the production of

our Corrugated Lines and specialties.

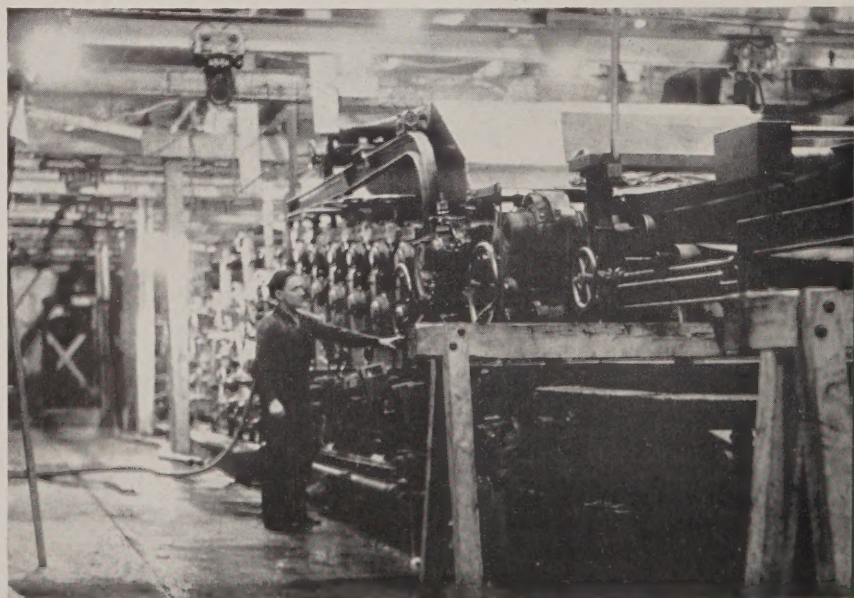
Next door to No. 2 Machine in the wing of the building running parallel with the Mill Office, big things are happening to No. 3 Paper Machine. The "detour" which it is now necessary for people to make in getting to the Mill Office is being caused by the new extension to No. 3 Building, which when completed will fill the entire space from the present machine room to the No. 2 Box Shop Building. In this way space is provided for a second winder, for use in running Bird strawboard. This can be kept permanently in place behind the winder for the Cartridge



A close-up of one section of the Wet End of No. 2 Paper Machine where work has already been started in making ready to remove the old machinery to make room for the new equipment.

Paper for use in slitting the strawboard to the proper width. The old winder from No. 2 Machine is to be moved to the new location at No. 3 Machine to do this work.

The Wet End of No. 2 Machine, which is to be entirely replaced by new equipment. The man in the picture James Mulkern.



A new type of suction roll is also being installed on the first press of No. 3 Machine, helping to keep the felt cleaner and improving the quality of the paper. All the changes at this machine are expected to be completed by the first of May, and will be welcomed by the machine tenders who will have both more space and better equipment with which to operate. An increase in production is expected, plus a substantial saving in the cost of slitting the strawboard.

Less spectacular changes have been in progress on No. 5 Machine since last September. A new type suction roll has been installed in the first press, and the top felt has been shortened from 180 ft. to only 90 ft. by placing the cleaning box over the primary presses in a manner similar to that now being completed at No. 2 Machine. In the last month an eighth vat was added in the space at the end of the machine formerly taken up by the felt cleaning equipment. This gives us a closer, more uniform formation of liner paper and also allows us to run our heavy weight stock better.

Six additional driers have been added, making a total of 103 altogether on this machine.

All of these changes have been made so that more paper and better paper can be furnished to meet the demands of our Box Shops. The job will be completed before the year has reached the half-way mark, and un-

doubtedly with full use of the new equipment during the Summer and Fall months, our production record will reach a new high in the year 1937.

First Aid

By Frank V. Eisenhauer

GRADUATION day is near at hand for the members of the standard and advanced First Aid classes which have been held here this winter and by the end of the month we will know those who have qualified for Red Cross certificates. The attendance of both these classes has been of the best, and the enthusiasm fine. To those who qualify Bird and Son along with the First Aid committee wish to extend their most hearty congratulations and sincerely hope that they will use their knowledge of First Aid to the best of their ability. We were very glad to have so many girls in this standard class, and considering the type of subject they all did very well. Next year we would like to see more of them enrolled.

There were five Walpole Police officers enrolled in the standard course and they showed a lot of interest and up to this writing were doing a very creditable job. We were glad to welcome these men in the class because in their line of work they are generally the first at the scene of an accident and have to face such emergencies frequently. When they arrive at the scene of an accident they see and find things at the worst, and what they do then and how they handle the person has a

brick layer at work on new interior wall construction at No. 2 Paper Machine. Note the special translucent glass brick on the wall at the left.



View from the river of the new two-story building over the wet end of No. 2 Paper Machine. Note the new type of ventilating equipment, and the special windows of glass brick which are installed on the side wall.

great deal of bearing on what the results will be later on.

Their knowledge of First Aid will enable them to increase the efficiency of their department and bring credit to the town of Walpole. We would be very glad to welcome them in an advance class sometime later.

The five officers who attended all the classes were as follows:

Sergeant T. Cullinane, Wallace Duncan, Harold Higgins, John Hutchinson, Stephen Conroy.

The advanced class members have won a lot of respect from their instructor, Mr. George Johnson of the American Red Cross, for the spirit and enthusiasm they showed. Mr. Johnson has had quite a number of advanced classes in the past nine years but he said he never had a better group of men assembled for such a class than this one at Bird & Son. Mr. Johnson told me that we had some good First Aid team material in that class. The men in this class were all volunteers, and I would like to add here that if we were to choose the men for this class we couldn't have picked a better group. To these men we offer our sincere congratulations and hope that they will continue to carry on with the good work.

The FIRST AID CLUB has some very good entertainment scheduled for the next two months, and by the time that this "Review" is out they will have had one meeting.

For this meeting they are having a demonstration of low voltage electricity hazards with ordinary household appliances. We have had over a hundred returns from people who wish to see it and each one has been asked to bring a guest. This demonstration is being put on through the courtesy of the Liberty Mutual Insurance Co. and by the help of Mr. George Brock of Norwood who also is employed by the same company.

Next month we hope to have Mr. George Brock at our club meeting. He will show X-ray plates and give a talk on fractures to the club members. The members of this club are having a lot of fun together and those who haven't signed up yet are missing a lot of good times.

THE QUESTION BOX

In order to be of assistance to employees who may have questions regarding our policies, rules, regulations and services, we shall conduct a Question Box. Workers desiring such information should submit their questions in writing, sign and mail them to the Question Box Editor, Department GR.

Every question will be answered to the writer individually and questions of general interest will be published in the columns of Bird's Neponset Review. However, no employee's name will be published without his permission in connection with any of these questions.

Send in your questions, and clear up any misunderstandings you may now have.



The Committee in charge of the Norwood Plants Get-together at the State Armory. Back row—Leo Bernier, Flooring Plant; Thomas Smith, Roofing Plant; Austin Quackenbush, Flooring Plant. Front row—Richard Stoddard, Roofing Plant; Maxmillan Rabinovitch, Roofing Plant, and John Macchi, Flooring Plant.

Norwood Plants' Get-together

APPROXIMATELY 700 workers of the Norwood Roofing and Flooring Plants gathered at the Norwood State Armory Sunday afternoon, February 28th, enjoying a fine entertainment and an excellent Dutch Supper.

Brief speeches of welcome were given by President Benjamin H. Roberts, Vice Chairman of the Board, Charles Sumner Bird, Jr. and Director of Manufacturing C. W. Conrad. Mr. Conrad spoke particularly about our fine safety record for 1936 and hoped that it might continue for the year to come. Vice President E. H. Bartlett gave a most interesting talk on the history of our plants dwelling particularly on interesting personal incidents during his many active years with the company. The main speaker for the day was Mr. Arthur E. Pecker from the State Department of Highway Traffic Research, who spoke most interestingly on highway safety.

A snappy entertainment with five vaudeville acts followed and was much enjoyed. The entertainers included Al Raye, accordion player; the Lovejoy sisters; Carl Moore, Master of Ceremonies; Payne brothers, acrobatic dancers and tumblers and Mary Haynes, comedienne.

The party concluded with a fine Dutch Supper served by Holman, The Caterer, and needless to say this was a perfect ending to an evening of real sociability. The Committee in charge included three men from each of the plants and was as follows:

Flooring Plant—Austin Quackenbush, Leo Bernier, John Macchi. Roofing Plant—Maxmillan Rabinovitch, Richard Stoddard, Thomas Smith.

New Blowing Tanks at Roofing Plant

THE two largest Asphalt Blowing tanks in New England and the second largest in the United States, have just been delivered and installed at our Norwood Roofing Plant.

These two tanks which measure fifty feet in length and eight feet in diameter, were manufactured by the Russell Boiler Works of Dorchester and are the latest in asphalt refining equipment. They will contain in normal operation enough asphalt to pave a street thirty feet wide and half a mile long. They will be used in the refining process of our asphalt known as "blowing," treating it at high temperature with air.

Because of the difficulties of shipping such large equipment, these stills had to be trucked from Dor-

chester to Norwood in an especially set up truck and trailer at 4 A. M. when they would not interfere with traffic on the road. One was shipped on March 27 and the other the next week.

Pingpong Winners

By Kaino Paaanen

THE tournament for the singles championship of the Bird Club for 1937 was won by Robert Turner of Flooring Sales who upset the 1936 winner, Victor Babel, in the semi-finals. George Johnson won second place honors, losing to Turner in the finals, 1 game to 3 games. Kaino Paaanen nosed out Victor Babel for third place. Frank Clem played well but was eliminated in the first round.

The Jaspé team captained by Carleton Rafuse, Nelson Phillips and Gordon Wilson assisting artists, won the team tournament by a very narrow margin, defeating the Block Room team 45 points to 44 points. Interest in this tournament was very keen because the teams were evenly matched and the outcome was in doubt until the final match was played.

The second half of the Norfolk Pingpong Association tournament was won by the Bird Club Chromalin team, the Bird Club Neponset team finishing in second place. These teams finished in the same order in the first half so that a play-off was not necessary. The individual members of both teams were awarded silver trophies at a meeting of the Association held at the Woodlawn Club in Newton.

A match with the Everett Coke and Fuel pingpong club was won by the Bird Club team 9 points to 1 point.

The ladies' singles tournament is in play at present. Julia Lewis and Pauline Babel are favorites to win this event but their hopes may be shattered by some of the other players who have been practicing in secret.

The decrepit old car rolled up to the toll bridge.

"Fifty cents," called out the gateman.

"Sold" replied the driver.

East Walpole Employees' Get-together

Four days later than the Get-together of the Norwood Plants, the employees in the East Walpole Plants and Office held an equally successful party at the Norwood State Armory on Thursday night, March 4th. About 650 employees gathered at 7:30 to hear brief speeches by President B. H. Roberts, Director of Manufacturing, C. W. Conrad and Mr. Charles Sumner Bird, Jr., Vice Chairman of the Board.

Mr. Roberts spoke about our fine safety record for 1936 and congratulated the organization on its achievement. The speakers were introduced by Mr. George Wallace, Maintenance Department.

In addition to these speeches of welcome, Vice President E. H. Bartlett repeated his interesting talk on the history of Bird & Son which he gave at the previous meeting of the Norwood Plants.

Following the speeches an exceptional entertainment was presented under the direction of Mr. Harry McGowan, Master of Ceremonies. Included on the bill were the popular Lovejoy Sisters; Harry Golden, a colored dancer; Ferne Day, specialty dancer; Beatrice Henderson, talented banjoist and whistler; Jack Herbert and Company, comedians, and the Diamond Roller Skating Act.

At the conclusion a buffet lunch of sandwiches, punch, coffee, ice cream and cake was served by Holman, after which a section of the floor was cleared for dancing to music furnished by a radio and loud speaker.

The East Walpole Committee was as follows: Paul Guttormsen, Joseph Sheehan, Frank Whitehead, Frank Fisher, Charles Rafuse, Albert Smith, John Burke, Ernest Field, William Downing, George Wallace and John Locke.

Both Get-Togethers were held at the suggestion of the Plant Councils, and their popularity was proven both by the large attendance and the very evident enjoyment of all present.

Bridge News

Two more successful bridge parties have been held since the last issue of the Review, and a third will also have become history by the time this issue appears. There has been a

great deal of enthusiasm for the parties with attendance averaging between sixty and seventy each time. At the February 5th meeting, Joseph Erker, Office, and Roy C. Webber, No. 2 Box Shop, were the winners in the Contract matches. Francis Allaire, Flooring Plant, and Lillian Paquette, Office, were the Auction winners.

Mr. and Mrs. Amos Dixon were the Contract winners at the party on March 5, with Albert Kimball, Office, and Lillian Paquette, Office, the Auction winners for that night. Mr. Dixon is foreman at our No. 2 Box Shop.

Contract players have been playing duplicate bridge in these tournaments. Either Auction or Contract players must have attended four out of the five scheduled matches to qualify for the grand prizes at the end of the Season.

Five bridge classes under the supervision of Mr. Eugene Manchester of North Attleboro have been held with an average attendance of eighteen. Mr. Manchester is one of the best players in the State himself, and with his expert knowledge has been able to make the classes very interesting and profitable for those who have attended.

Girls' Bowling League

With the season practically at a close, the standings as of March 24 in the Girls' Bowling League, will probably not change much from those that we publish here. Astrid Anderson leads the Single String Bowlers with high for the season of 124. Hilda Zimlicki holds the High Three String total with 325. Cartridge Cutting Department holds both the High Team String records—Single String of 489 and Three String of 1339.

Team standings are as follows:

Team	Won	Lost	Average
DMK	39	13	.752
FXW	38	18	.680
CD	37	19	.666
AB	36	20	.644
FX2	25	27	.482
CF	15	33	.321
VN	17	39	.302
FXG	9	47	.160

Ten highest averages for season:

	Team	Average
Hilda Zimlicki	DMK	91.3
Astrid Anderson	FX2	90.9
Laura Farris	AB	88.1
Anna Stasis	FXW	87.5
Mary Bannon	AB	86.3
Jane Kwiatkowski	FXW	85.6
Anne Kelliher	CD	84.6
Berta Kugel	CD	83.9
Mary Bandonis	FXW	83.8
Mary Bellew	FX2	83.5

Committee in charge of the East Walpole Plant and Office Get-Together held at the Norwood Armory on March 4. Back row—Ernest Field, No. 2 Box Shop; John Burke, Paper Mill; George Wallace, Maintenance Department; A. W. Smith, Credit Union; Charles Rafuse, Maintenance Department; John Locke, No. 1 Box Shop. Front row—William Downing, No. 1 Box Shop; Frank Whitehead, Electrician; Joseph Sheehan, Plant Engineer; Paul Guttormsen, Chief Engineer; Frank Fisher, Safety Inspector.





Bird Glee Club Committee, which is sponsoring its first concert and dance on April 2. Back row — Malcolm Davis, Flooring Plant; Leo Bernier, Chairman, Flooring Plant; Stanley Phillips, Roofing Plant; George Wallace, Maintenance Department; Walter Hartig, Printing Department. Front row — Arthur Cripps, Flooring Plant; Charles Griffin, Accounting Department; William Robinson, Accounting Department; and Herbert Badger, Stock Clerk. E. M. Grout is also a member of this Committee.

Glee Club in First Concert

JUST as this issue of the *Review* is in the midst of being printed, the Bird Glee Club will be presenting to the public its first concert program, scheduled for Friday, April 2, at the Norwood Junior High School. The men have been working hard all winter and we can confidently expect that the performance will be a fine one throughout. Assisting soloists for the evening are to be Miss Lillian Beaulieu, pianist, and Mr. Henry Jackson Warren, baritone, who is the director of the Club. As we write this, the ticket sale is progressing in fine shape and early returns seem to indicate that the hall will be well filled. The complete program for the evening is as follows—

PROGRAM

Now Let Every Tongue Adore Thee
(From the Cantata "Sleepers Awake")
Bach (1685-1750), arr. A. T. D.
Passing By
Purcell (1689-1740)
Arr. Daniel Protheroe
John Peel (Old English Hunting Song)
Arr. Mark Andrews
The Glee Club
Fileuses Pres de Carantec
(Spinner Near Carantec)
Fantasie—Impromptu C# Minor
Concert Etude
Miss Beaulieu
Rhene-Baton
Chopin
MacDowell

Lift Thine Eyes
The Musical Trust
Stout Hearted Men (From the Motion
Picture "The New Moon")
Logan-Baldwin
Joseph W. Clokey
Romberg-Stickles
The Glee Club
My Native Land
The Wreck of the "Julie Plante"
Hugo Kaun
Geoffrey O'Hara
I Love Life
Mr. Warren
Mana-Zucca
Morning
As Torrents in Summer (From the Cantata
"King Olaf")
Speaks-Baldwin
Edward Elgar
Arr. Joslyn
The Lost Chord
Sullivan-Brewer
The Glee Club

Cheap Chirps

By Bob O'Link

THE progress of the Glee Club continues. Weekly rehearsals are well attended and there is evidence of enthusiastic interest on the part of the sixty-nine men who make up this group. During the past month the Glee Club has had several visitors at rehearsals. Mr. Gurney, President of the New England Federation of Male Glee Clubs paid us a visit and gave an interesting talk on Glee Club work and described the annual competitions between Glee Clubs from all parts of New England. Mr. R. E. Peterson, leader of the M. I. T.

Glee Club with two other student members, heard our club sing on March 22nd and pronounced the rehearsal excellent.

Mr. Gurney spoke of music and singing as one of the Arts, and it is interesting to note among some of our earnest members, a marked transition to the Temperamental. Just a bunch of tired business men doing a Garbo!

From a serious stand-point, it can already be noted, that a great deal of benefit can be obtained from participation in a Singing Club such as ours. Men from all departments of our plants and offices are meeting together with a mutual purpose—the promotion of music, for their own enjoyment and—(we are confident) the enjoyment of all who hear them sing. There is an excellent spirit of good-fellowship in such Singing Clubs, and a refreshing relaxation from the routine of daily duties or personal worries.

As this *Review* goes to press the Glee Club is actively engaged in preparing for its First public appearance at Norwood Junior High School—April 2nd. Ed Grout, the Club's stalwart basso profundo, will undoubtedly cover this performance in the next issue of the *Review*, after the affair is over and you have thrown the swanky tan program into your upper bureau drawer to moulder with other mementos of exciting or romantic events of the past.

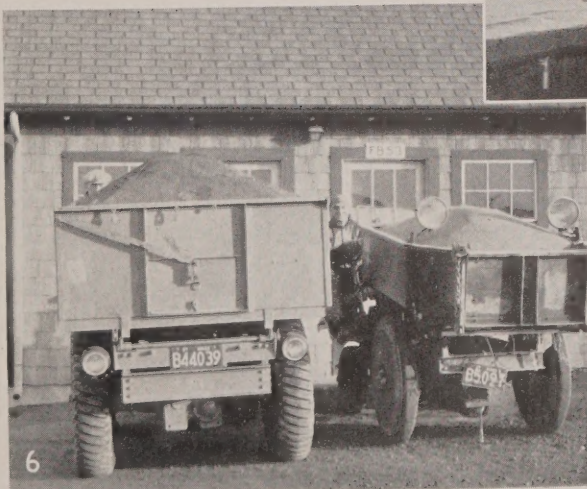
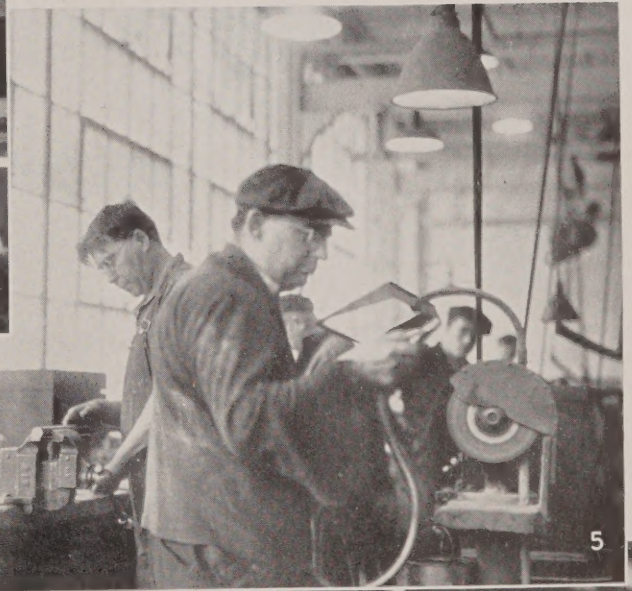
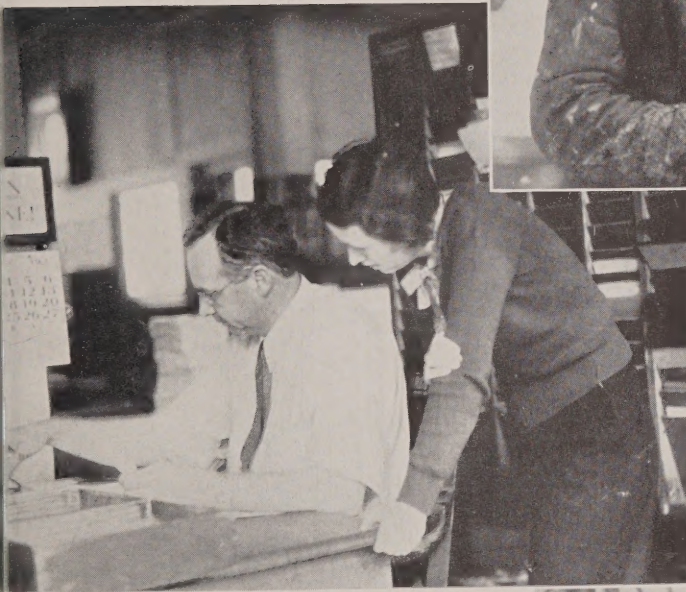
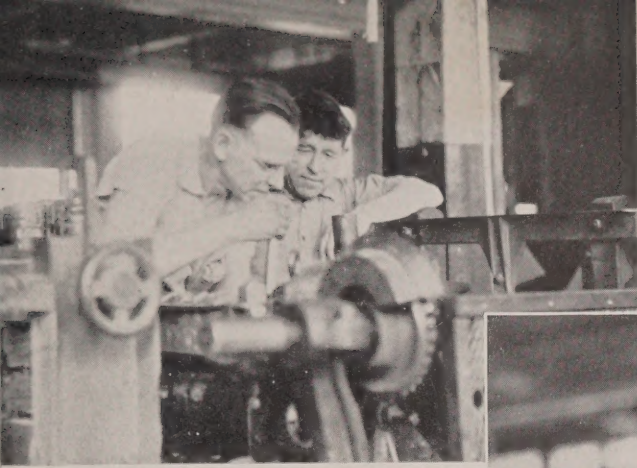
We shouldn't prognosticate, but, in the parlance of the Broadway critics, we predict the Glee Club's debut will have been a wow!! The house will have been packed, and the performance of the Club will have "slayed 'em." The scenery didn't fall, but the singing brought down the house! The audience will

(Continued on Page 9)

What the Camera Saw

In his wanderings around the Plant, the candid cameraman shot the pictures you see on the opposite page. (1) Howard Young and Justin Antonitis setting up an American Screw Machine in the No. 2 Box Shop. (2) William Boyd matching colors in the Paint Mixing Room at the Flooring Plant. (3) Milton Florest at Work in Block Room, Flooring Plant. (4) Frank Meyer, Printing Department Foreman, gives Miss Sienna McDavitt some instructions. (5) Kenneth Schofield and Everett Tripp at the bench in the Flooring Maintenance Department. (6) The Granule Plant at the Roofing Mill recently acquired a new tractor for transporting granules. It makes the old one look like pretty small potatoes. Joseph Reardon is driving the large tractor and William Percy the small one. (7) James Fraser, Flooring Finishing Department, picking up newly wrapped rugs and storing them on the truck for shipment to the warehouse.

Candid Camera Shots



BIRD'S NEPONSET REVIEW

Vol. XXV April, 1937 No. 2

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

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Phillipsdale, R. I.; Chicago, Ill.

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Editor Circulation Manager
E. M. Grout A. S. Blaney
Printing Foreman, F. R. Meyer

*Life's a pudding full of plums;
Care's a canker that benumbs,
Wherefore waste our elocution
On impossible solution?
Life's a pleasant institution,
Let us take it as it comes!*

From a Gilbert and
Sullivan song.

Green Pastures

THERE are millions of men who believe that the other fellow's job holds all the color and interest. They are certain that the real opportunity is in the office across the hall. They are convinced that the other man's business has none of the drabness, none of the chains which tie them down to their own.

It is the illusion of distance from which all of us, at some time, suffer. The man who is certain that in some other field of work he would have been a greater success; the woman who looks wistfully through the curtains at the house across the street, where she thinks there is always laughter and cheer; the clerk who looks at the manager's door and thinks it's all easy in there—all of us think that the grass on the other side of the street is so much greener.

If each of us could spend some time in the other man's shoes—who knows but that we might find our own a great deal more comfortable? We might even discover that we also get many of the "breaks" we now think the other man has a monopoly on.

Author Unknown.

Clipped from The Westinghouse
Magazine.

Liberal Subscriptions For Norwood Chest

IN the recent Norwood Community Chest Drive, more than \$900 was subscribed by Bird & Son employees living in Norwood. No one was obliged to give, but because of the worthy cause and the inclusion of all charities under this one organization, soliciting was permitted in our Plants and Offices and the following Committee of Bird & Son workers carried through the Drive—

General Chairman—Arthur Wilson.

Flooring Plant—Kaino Paaanen.

Roofing Plant—James Hanley.

No. 1 Box Shop—John Locke.

No. 2 Box Shop—Bartley Curran.

Paper Mill and Finishing Mill—
John DeCosta.

Maintenance and Boiler Room—
Charles Rafuse.

Office—Miss Bessie Hubbard and
Miss Sophie Eppich.

Rights Protected By Supreme Court

THESE are days when the Supreme Court of the United States is being discussed more than at any time in 150 years of American progress.

It is interesting, therefore, to examine just *what* this court is and *why*.

The patriots who fought the Revolutionary War and dumped a shipload of tea into the ocean to escape the tyranny of kings wanted no more of such governments.

But they knew that human nature seldom changes quickly. They knew that at some time in the future men or groups of men in this country would attempt to assume dictatorial power. They knew that the liberties of the masses were never safe when those in power were not held back by a power greater than their own.

Actually what they sought was a government of laws rather than a government by men. In other words, they sought to protect citizens against grasping power.

The Constitution, a written document to be handed down from generation to generation, was their answer. It was the fundamental law, the Ten Commandments of America, holding sway over all other laws. It was to

forever insure the liberty of the poorest and the humblest person to go to church as he pleased, to seek riches so long as he did it honestly, to live his own life so long as it did not interfere with others.

Now this great document had to be interpreted through the years. Congress was to enact laws, and it could not then pass upon the Constitutionality of its own acts. The President administered laws and he could not be left to say whether he had gone out of bounds on the Constitution.

Final Authority

So the Supreme Court was created to be *the final authority* upon the subject.

But there was still the danger that the court itself might become the all-powerful body. So it was provided that its members would be nominated by the President and had to be confirmed by the Senate. In this manner unworthy jurists were barred. They were to occupy their posts for life, so that they would be above political interests.

But the framers of independence went even further in their shrewd
(Continued on next page)

Dorman W. Peckford

IT is with deepest regret that we record here the death of Mr. Dorman W. Peckford, former worker in our Plastic Manufacture Department, Floor Covering Plant. Late in the afternoon of March 8, Mr. Peckford was given instructions to watch for dirty spots on the calender roll, and if any were seen to call the operator and stop the machine so that the roll could be washed. When the operator responded to his call some time later, he found him with his arm caught between the calender roll and the idler roll. The accident broke his wrist and made it necessary to take him to the hospital, where he died early the next morning from the resulting shock.

Mr. Peckford had been with us in this Department since May of last year. He was a single man, just fifty years of age, and lived with his mother, Mrs. Anne Phillips on West Street in Walpole. To Mrs. Phillips we extend our sincere sympathy in her bereavement.

provision of a "balance." After the Supreme Court had spoken the people themselves were given the final authority. Amendment of the Constitution was provided for, with Congress, as the representative of the people, submitting proposed amendments to the States. Twenty-one have been adopted, the last repealing a previous amendment.

Thus, finally, the people became the final authority upon how much of their liberties they wanted to surrender or how much they desired to recall. But the Supreme Court was their first line of defense.

As one great jurist has said:
"The Supreme Court is the high court of the people, for its great prerogative is to preserve the law enacted by the people as the supreme law of the land."

Cribbage Parties

By Herman Nordstrom

Two Cribbage parties have been held since the last issue of the Review—the first on February 25 with thirty-eight players present, the largest crowd of the Season. Baskets of fruit were awarded as follows—

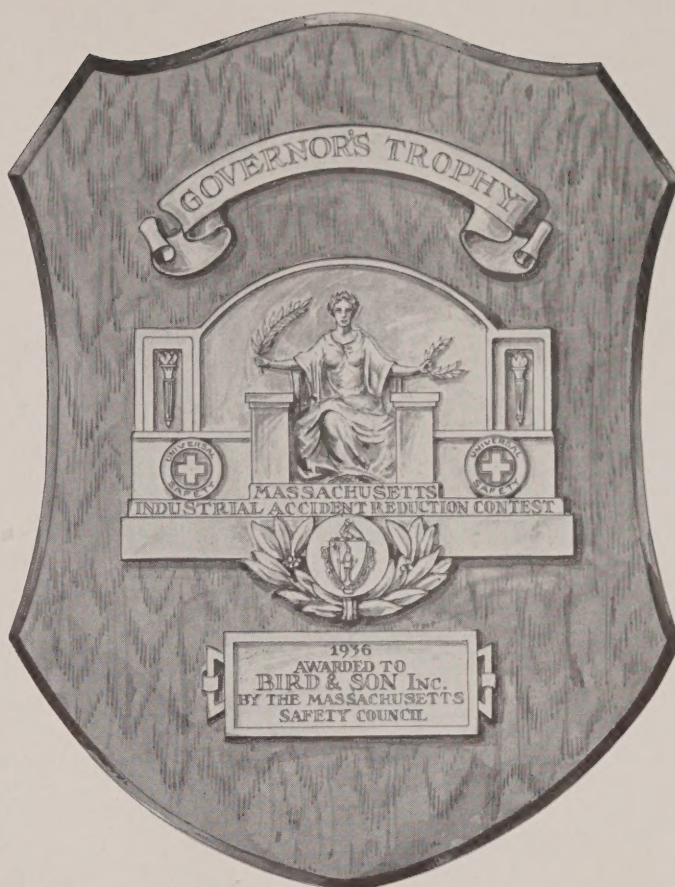
First Prize—James Maroney, Watchman. Second Prize—Leo Cote of Norwood. The three Door Prizes went to the following—James Maroney, Watchman; Albert Smith, Credit Union; Edgar Tarr, Accounting Department.

The last party of the Season was held March 25th, with an attendance of twenty-eight players. Baskets of fruit were again awarded as prizes, and first prize for the evening went to Mr. Lester Readle of Norwood, and second prize, George Stone, Stock Handling Department. Five Door Prizes were awarded and the following were the lucky winners—

Frank Massey—Paper Machine. Miss Bertho Chandler—Plant Nurse. John E. Curran—Stock Transfer Foreman. Lester Readle, Norwood. James E. Smith—Paper Machine.

In addition, a \$5.00 prize was awarded for the winner of the Season, and as two men tied for first place, they split the award between them. These two were J. R. Burhoe of the boiler Room, and Everett Readle of No. 1 Box Shop.

As Chairman of the Cribbage parties, I wish to thank all who



Governor's Trophy recently awarded to Bird & Son for its excellent record in the reduction of accidents in 1936. This will be formally presented to Bird & Son at the Annual Conference of the Massachusetts Safety Council on Monday, April 5.

helped to make them the big success that they were this year, and hope to see everybody back at our parties for the 1937-1938 Season.

Club members to be on the watch for the ticket distribution announcement, and to return the ticket applications promptly when received.

Minstrel Show Cast Starts Rehearsing

AN enthusiastic crowd of between fifty and sixty Thespians, Terpsichoreans, and Masters of the Art of choral singing are reporting regularly for Minstrel Show rehearsals in anticipation of the Big Show which is scheduled for early in May.

Mr. Andrew J. Dinegan has again been engaged as Director, and is working the gang hard with this new show which is really new from beginning to end.

Many of last year's cast are signed up again this year, and in addition a good share of new talent is being discovered.

All in all, this promises to be just as good a show as last year, and the committee in charge advises Bird

Cheap Chirps

(Continued from Page 6)

have risen en masse at the close of the Concert, in tribute to the work of the Club, and the assisting soloists, Miss Beaulieu and Mr. Warren. Encore!! Encore!!

(Note to Waterloo correspondent.)

We don't know if "Alice the Goon" or any of the other "Waterloons" can sing, but as their names rhyme with "bassoon" I have reason to believe they are musically inclined. If you should decide to start a "Glee Club" we recommend a song called "Give Me Oil of You," it's so reminiscent of Waterloo—out where Mae West begins and men are men and oil wells are gassers or gushers or sucker bait.

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
Leo Salonen

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

Charlie Sumner, Credit Department, is all installed in his brand new home on Washington Street, with a brand new addition to the family—a baby girl, born February 5, 1937, named Gail Sumner.

The heartiest welcome is extended to Fred Steglich, new Box Salesman.

In the Land of Sunshine

Anna Roundy, Credit Department, spent the first three weeks of March in Florida, motoring around to different spots of interest.

It certainly is quiet around the office since Harry Hey and his continuous whistling left us. We all wish Harry the best of luck in his new position.

Congratulations to Mrs. Russell Ferguson (Ethel Cobb) who is the proud mother of a daughter born March 18. Mrs. Ferguson formerly worked in the Credit Department.

Our sympathy is with Charles Sewall in the sudden loss of his father, the Reverend Oliver Sewall of Dedham.

Judging by his wearing apparel, our messenger, Buddy Pierce, certainly has an eye for color!

Wedding bells

Wedding bells will ring for Bill Robinson and Miss Helen Barr of Norwood shortly. They filed their intentions a few days ago. We all wish them both the best of luck.

Congratulations to Horace Morton, Roofing Salesman, who welcomed a new member, Peter S. Morton, into the family on February 17th.

We welcome Roger Sumner, Lawrence Lindblom, Oliver Sherburne and Arnold Sadler, all of whom have recently joined our Accounting organization.

Our best wishes go with Jim Mack as he leaves us to take up new duties at the Roofing Office.

It seems that Charlie Makarevich has been pulling a fast one. There is a story around about his going out to Cambridge quite a bit. His new nickname is "Casanova."

Dimon Merrill, Credit Manager, just returned from a business trip which took him into the flood district, and he gives some very interesting reports of the conditions there.

It seems good to have Peggie Rorke back with us after her recent illness.

Ask Winchell

Who is the petite brunette from Hollingsworth and Vose who gets Bill McEntee so excited that he stalls his car when he speaks to her?

In trouble? See Eddie!

Eddie Fitzhenry is quite proud of his success in his chosen field, as legal adviser. His first clients netted him the satisfying sum of 20c.

Addie Willgoose has finally secured a ping pong paddle adequate for her needs. It bears a striking resemblance to the top of a dining room table!

Mr. Henry Jackson Warren, Director of the Glee Club, will investigate carefully after this whenever he hears the fire alarm during a rehearsal. The upholstery in his Ford caught

fire on Monday, March 22, and needless to say the rehearsal ended abruptly and all records for the 100 yard dash were broken when John Andrews broke the news to the crowd in the Club Room. We are sorry Mr. Warren had this misfortune and hope that no permanent damage to the car will result.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

Mr. and Mrs. K. G. Rouillard are the proud parents of a baby son, born on February 11. Yes sir! Stanley Bruce is soon going to get an earful about golf.

Where's all the news from the Paper Mill and Maintenance Department? This column looks pretty empty this month.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

We welcome Anthony McBride, who has started to work in the shipping room, Albert Farrell, a new man in the cutter room, Stanley Bamforth, who has started in the office, and LeRoy Wilkinson, a new operator in DPG.

We are wondering if Eddie Collins is telling us short or long stories.

Oscar and Timothy were visiting in Providence one evening lately and the next morning were given first aid treatment. Just a couple of boys looking for exercise.

Herb Chamberlain has been giving demonstrations on how to wash windows on rainy days.

Fred Matthews has been transferred from DPG to DPM.

We are glad to say that Joseph Farrell, who has been in the hospital about a month, is much improved.

George Hawley is giving his engine room a spring coat of paint and it looks pretty nice.

Manuel White announces the birth of a daughter, Mary Yvonne, on January 26.

Mrs. Sam Gorelco went visiting in New York recently so Sam took this opportunity to shave off his prize mustache. Wait till the Mrs. sees him.

Since the installation of the new Parkometers the city of Providence has taken quite a bit of John Smith's money. He knows all about them now.

Lewis Jennings and his son are great Bingo players. They go to Fall River and play about four nights a week. Last week his son won \$20 and got his picture in the paper. Then he bought Lewis a new suit, hat and shoes for Easter.

Arnold Manchester has a "new to him" Ford.

We understand that at Eddie Collins' wedding he is going to have some local talent sing for him.

Vacations have started at Phillipsdale and Manuel Alexander, Joseph Ferreira and Stanley Sorzadel have already had theirs.

The next time Frank Reed paints his kitchen he is going to have an engineer find out which corner the door is in. We understand the last time he painted it he painted himself in.

Fred Matthews had a ringside seat at the prize fight riot at Infantry Hall lately. He came to work altogether the next morning so we believe he behaved himself.

Oscar Bolin is having tough luck with his automobile. A month or so ago someone borrowed it for two or three days and one evening last week, while parked in East Providence, someone else borrowed about everything except the engine. We understand he is going to buy a horse.

We have quite a bunch of card players in the Brigade Room noon-times but the pitch game seems to make the most noise. Most of the fellows have nicknames which they are more or less proud of. Some of those of which we have heard are What's-the-score Howard, What's-trumps Phelps, Sound-Asleep Mad-

The Alamo, San Antonio, Texas—Taken by Dimon Merrill on a recent business trip to the Southwest.



dern, Wise Charlie Cyronak and Wise-Guy Hyske.

Bird & Son has been asked if they would be interested in entering an East Providence Soft Ball League this summer playing twilight games once a week. Anyone interested please notify the office.

Box Factories
No. 1 Box Shop

John P. Walsh John Pbelan
Amelia Galgauskas Helen Sironka
Earl Boyden

John Dempsey gave the boys quite a treat the other night when he donned a pair of overalls and displayed his ability as a character actor.

Congratulations to Lou Hartford. He was married to Norma Cherry of Norwood on January 29.

There is more than one romance budding in the Corrugated Department. Spring must be here!

Who is the cute "femme" that has been seen with Harold Higgins at the Norwood Theatre the past few Sundays?

Lucy Troiano doesn't mind in the least working nights any more since there is some one to "ankle express" home with.

It looks as if one correspondent gave us about all the news from the Box Shop this time. What's the matter with the other departments? Didn't anything happen to anybody?

No. 2 Box Shop

Mary Bollew Alice Brady
Josephine Rose Alma Walsh
Edward Botwell Rose Ruggiero
Frank Eisenbauer

We thought that with the coming of Spring, something exciting might happen in the Box Shop, but nothing has happened, except that the girls have Spring fever, and how!

We welcome Frances Dray, Elizabeth Fraser and Carl Sundquist to the Flower Pot Department.

John Wilkes has returned to work after thirteen long weeks of illness.

Did you hear about that huge enterprise Myles Towle has started? He is the Chicken Baron, no less. He hopes to raise chickens in a big way.

Good Time Had by All

Everyone who attended the Get-Together reports a good time. Thanks to those in charge. It was a "good idea."

Lester Lynch is looking fine after his operation and we hope to see him back with us soon.

If you want to reduce, just follow Sally McDavitt around for one week.

George Docar, Anthony Montisano and John Lydon attended the Callahan-Fuller bout.

Vaughn Allen is the owner of a new car—ew to him we mean, with radio and Arm-tongr heater.

On March 4th Eddie Bigelow was lost in the Armory at Norwood. The boys finally found him behind a mound of ice cream!

Frank's not the only one

Frank Hartig still laments the fact that due to such a mild winter, he did not have a chance to use his professional skis. Better luck next winter, Frank.

Did Harry Clark's horse ever come in?

If you would like to be able to pick the winners, just see Arsene Marchand. He has all the luck.

What, no champion bowling team at our Shop this year? Get the spinach, Popeye! (Just among ourselves, we really didn't want the championship—we just decided to give the other departments a break. That's all!)

Roofing Mill and Office

George Lane John White
Stanley Phillips Harold Mattson
Edward Hiller

Manuel Coneja has returned to work after a long absence due to a leg injury.

This month's puzzle:

Who was it that was doing all the worrying for fear that he would miss out on the "eats" at the recent Get-Together. We think one of the initials is "M."

We welcome our new additions to the Office force—James Mack and Walter Ross.

Have you seen the new home of Peter Maduskine on Prospect Street in Norwood?

Herbert Jepson now drives a new Chevrolet.

We have heard that Frank Troiano has taken to reading Love stories. Sounds bad, Frank.

We are glad to welcome to the Machine shop Irving Cobb, Andrew Wright and James McLellan.

William Carr has been transferred from the Yard to the Machine Shop.

Tough luck

We all feel badly for Jack Taft who had the misfortune to break his leg recently while skiing.

Unusual and beautiful snow scene on the Neponset River taken Sunday, March 14, by Anne Brennan of the Statistical Department.



At the time of the Chicago Floor Covering Opening, Mr. Nathan Pliam, Minneapolis, Minnesota distributor and C. A. Boiteau, our salesman in that district, had their pictures "took." In case there is any doubt, the young lady on the right is really Boiteau.

The lumber industry is slowly but surely being taken over by melodious Joe Hill.

Dancing Champ

Tom-Tom Thomas won the week's Swing Dance Contest at the State Ball Room, Boston, on March 12. He now claims the championship of Bird and Son, and so far no one has challenged the claim.

Ernest Wood is sporting a new-to-him Chevrolet Coach.

Teddy Pieczonka will again star in the Annual Minstrel Show, but requests "no bouquets"!

Flooring Mill and Office

Tom Rogers Thomas Paquette
Angelo Macchi Laurence Gammell
Leon Zinkowsky

Roy Hill is going to Hollywood as a stunt man since they heard about his car doing a two and one half somersault.

The Lokitis Triplets—Mary, Rose and Joan—wish to thank the friends of their parents for the perambulator. The parents say that the little girls enjoy it more than any other present they have received, and send an invitation to all to come and see them.

Summer is coming

Kaino Paaanen is all set for his trip to Lake Bomoseen. Getting kind of lonesome, eh, Kaino?

Charlie Johnson is now living in Newton. They tell us his youngster hasn't got the fuzz on his upper lip. Remember the one Charlie cultivated?

The recent Providence strike was certainly a grand blow to Steve Halladay. He couldn't get his daily new tie.

They tell us that Stan Cody is ready to make the final jump. Our advice, Stan, is to keep away from Frank Clem.

Jack Bradley claims he played the best hockey this year. The fellows think he was the best sweeper—at least he was on the ice most of the time.

Victor Babel is now working in the laboratory.

Ed Phillips is giving all the girls a break now with his new phaeton.



This open Winter has been tough on the kids, but here are Marlene and Martha Schaier, daughters of Herbert Schaier, Credit Department, making the most of what snow there is. Marlene is 4½ years old, and Martha almost 2.

Among the new car owners are Carleton Rafuse and Bill Everberg, which means that the girls down Quincy way are getting a break.

Jock McDougall is another lad who took the final leap. He can't get out nights except to go to the Minstrel Show rehearsals.

Bill Janusaitis and Ted Knaus are about to take a trip. Let's hope they both return bachelors.

Larry Hewins, one of our new members, is certainly learning fast. He can tell better fish stories than Clem, and you know the kind that Clem can tell.

Just as we go to press we learn of the sudden death of John Connelly, Flooring Shipper, on Sunday, March 28. Services were held at Gillooly's Undertaking Parlors and burial was in New Brunswick. Mr. Connolly had worked with Bird & Son since 1926. He was not married. We extend our sympathy to his family.

Chicago Mill and Office

Ray Wolf
R. Koebel Smith

Gladys Davis
T. E. Oakes

You're Right

Norma Olson maintains a long face shortens your list of friends.

Welcome

Miss Alberta Freund has been added to the Bird family—doing addressograph work.

Messrs. Robey, Manteufel and Becker are our new sales correspondents.

Mr. H. H. Fuller has been added to the Bird family too—engineering work in the mill.

Visitor

Among our visitors this month was Mr. Odell of our Montreal plant who spent a short time in the Chicago office.

Another "welcome"

Ray Wolf has increased his family by one—a girl—born February 19.

Wally Bauer's boy, born February 21, is his reason for looking so happy.

Yippee!

Has everyone seen the plaid vest Kerbel Smith has been wearing? He says the doctor told him to keep a check on his stomach.

Rejuvenation

The office and wash rooms are undergoing a lot of changes. Fresh paint, new walls, fixtures, etc. We are all quite thrilled about it.

Famous Sayings

"E" as in Ethel
"Do you follow?"

"Boy,—am I hungry!" (unanimous)
"N-y-a-a-h!"
"Today I yama man"
"That's peart."

Who's Who

Bunnyduck
Rose Petal
Ruby
Doc

Mystery

Why, on certain occasions, does one of "the" noontime pinochle players get so upset—so lacking in concentration on the game—and so prone to allow good chances to win slip by? (ask Dick Johnson)

Postscript

Wonder what became of Lemke.

Berry Asphalt Company

Otto Holloway

John Savage

Buster McGuffin

The Whitney Special:—

As the Waterloo news for the *Review* is being edited by Mr. Whitney's boy, Howard S., we take back the things we said about his picture in the last edition of the *Review*, and agree with him that the reason for the *Review* being late was because he had to have a picture taken. We assumed that the picture printed in the last edition of the *Review* was taken when Mr. Whitney was a senior in High School and accused him of cutting out his picture from the HENNIKER YEAR BOOK. When we made the accusation, we did not know that the photographer taking Mr. Whitney's picture had quite a reputation as a magician.

Mr. Whitney is a fine upright gentleman. (Paid Advertisement.)

Berney (Bernie at Home) Soward, of the Berry Auditing Department, and H. S. Whitney, of the Bird Auditing Department spent several weeks in Waterloo checking over the warehouse stores inventory. During their vacation (I beg your pawdon) the weather was de-lovely and the food must have been delicious or perhaps eating is merely a mechanical routine for both Mr. Soward and Mr. Whitney. During their vacation (i rilley beg your pawdon) Mr. Soward (the conductor was counting his fares, he was) picked out a good show over at Hope, viz. "The Garden of Aleah" and a party went over to see it. Caustic comment as to Barney's selection could be summed up by Mr. Whitney's statement: "A nap is a nap but a dollar and seventy-nine cents for two hours sleep in a hard chair is too much"—(Mr. Whitney caught the fare for the party of five).

Mr. Sam Giesy, former Traffic Manager for the Berry Asphalt Company, has resigned his position and will make his home in California. Driving from Chicago to California Mr. Giesy and family stopped over in Waterloo for a couple of days. Sam had time for a Penny Ante poker game and his donation was thankfully received. We are sorry that Sam is leaving the organization and we wish him all the luck in the world in his new position.

Sam: Let us know when you get those movie stars lined up. . . .

The Oaklawn Race Track has opened at Hot Springs for a thirty-one day meeting. Several employees of the Berry Asphalt Company have visited the track and from some of the remarks overheard upon their returning Oaklawn is not a race track but a training school for milk wagon horses.

Fred Dixon, keeper of the warehouse and Camdens' No. ONE Play Boy gave a party

for a number of his friends at Alfred Marlor's recently opened Dance Palace.

B. P. Soward, expert professional checker player, was maneuvered into a five man jump by W. J. Liechty. It only took about twenty minutes to gather up the checker board and checkers scattered over the house.

As Walter Winchell would say, "Mr. and Mrs. A. T. Van Pelt have fourred and it was a blessed she-vent!"

A wire from Mr. H. B. Pullar to Mr. Van Pelt in honor of the occasion—"You ought to be a farmer."—Don't they raise mint at La Porte???

Jess Hayes would like to trade cars and thought he was well on his way until some of the boys at Waterloo introduced him to a new game called "duces wild." Jess thought he understood it for a few days, but for the time being has put the thought out of his mind about trading cars.

W. J. Liechty, recalling his school days' Ivanhoe decided to play the part of Gurth. He moved into his house innocent of the fact that the fellow who occupied the house previously had left a pile of rock salt under the back porch.

In the night Bill was awakened and wondered why the house was moving and if he were only dreaming or had suddenly been cast behind the steam wall with his favorite cartoon, Mandrake. He could hear the grunt of the terrible pre-historic animals but could not name them. After a few chills and a great chattering of teeth he was persuaded by his wife to investigate.

It was quite a relief to Bill when he discovered the noise to be only the Native Razorbaks crawling under the porch to get the salt.

Note: If you wish pointers on swine herding—just ask "Bill."

Dewey Rhodes recently passed down Lovers Lane, traveled on through the Holy Gates of Matrimony and now rests—we hope, contentedly in a little nest for two.

Roy Waters moved yesterday from his old home to his new one. Roy, I don't think you have enough occupants for that large house, you had better begin to furnish it more complete. . . .

"Montgomery" Ward has gone into the real estate business, not only has he purchased and wrecked a house but also bought land for

Red Oswald of the Waterloo Plant showing his pappy-in-law a new measuring device which he has just installed.



new home, welcome to our burg, Mr. Ward! Travis Huffman came through last Wednesday night with a "bang"—"Happy Landing rav!"

Business has been exceptionally good with the automobile trade this and last month. Mr. Joe Weems has symptoms of the fever, but many are confined with installments. May Dr. Employment serve such long term victims as Dock Bailey, Sid Martin, Ruel McKissack, John Arrington and Ira Weems. Someone asked Red Oswalt what kind of Chevrolet he was getting—he said, "I am going to get the biggest sun-of-a-gun they have with everything on it."

Mr. and Mrs. Lloyd Schuler are visiting Mr. C. D. Oswalt and family. Mr. Schuler sails from Illinois and was recently employed with the Texas Oil Company of Joliet.

From now on Jess Hayes is going to bet on White Horses over at Oaklawn so that he can see them come in after dark. . . .

Signs of Spring

Chester Eberle has moved his reserved seat to the Guest House to the front porch. (Stoop to you, Mr. Whitney, and shake up your phone to Mr. Soward.)

Talk of fixing up the soft ball diamond and summing the games between Refinery and the case.

Asking Waterloo merchants when they are going to get in some ice cream.

Automobile salesmen underfoot.

Planting rose bushes and making gardens.

Eating fried chicken. . . .

Having a Garden?

SOME gardeners who find pleasure and profit in having a back yard garden of their own, will find this garden plan very helpful. It has been especially designed by Professor Tucker of the Norfolk County Agricultural School and provides for succession planting, which will give a ample supply of fresh vegetables for a family of five during the entire growing season.

Every family should have a small garden. It need not be large, but even a small plot will provide sufficient quantities of healthful, tasty and wholesome food for the entire family. Vegetables are rich in minerals and vitamins, and if the health of the family is to be maintained at the highest standard, vegetables in abundance must be included in the diet. The size of a garden should be such that its care will not prove a burden. A small garden intensively cultivated is much better than a large one, which is allowed to grow weeds. It is surprising what a fine quality and quantity of products can be grown on a very small space if proper care is given.

The garden plan featured here is for a plot of ground about 20 ft. wide and 40 ft. long. In the space where succession plantings are indi-

FIRST PLANTING

SUCCESION PLANTING

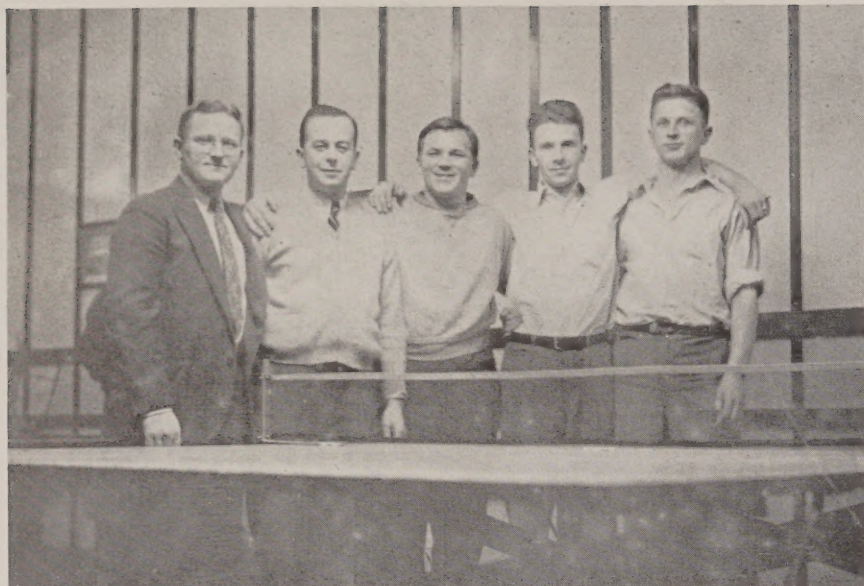
	FIRST PLANTING	SUCCESION PLANTING	
April 10	2 Peas—Laxton 5 ft.— $\frac{1}{2}$ lb.	2 Late Cabbage—Danish Ball 6 ft.—20 Plants	July 1
	2 Beets—Crosby 2 ft.— $\frac{1}{2}$ oz.		
	2 Spinach—Giant Leaf 2 ft.— $\frac{1}{2}$ oz.	2 Beans { Tender Green Sure Crop Wax 5 ft.— $\frac{1}{2}$ lb.	
	2 Radish—Scarlet Globe 1 ft.— $\frac{1}{2}$ oz.		
	1 Lettuce—Boston 1 ft.—30 Plants		
	2 Carrots—Chantenay 2 ft.—2 Packets	2 Beets—Detroit 2 ft.— $\frac{3}{4}$ oz.	
	2 Onion Sets—Yellow 2 ft.—1 pint	2 Carrots—Chantenay 2 ft.— $\frac{1}{2}$ oz.	
	1 Swiss Chard—Lucullers 1 $\frac{1}{2}$ ft.— $\frac{1}{4}$ oz.	1 Turnips—Purple Top 2 ft.—1 Packet	
	1 Early Cabbage—Golden Acre 2 ft.—15 Plants	1 Lettuce—Grand Rapids 1 ft.—1 Packet	
May 1	1 Parsnip—Hollow Crown 2 ft.— $\frac{1}{4}$ oz.		August 1
May 20	2 Beans { Tender Green (Green) Sure Crop Wax (Yellow) 4 ft.— $\frac{1}{2}$ lb.		
	1 Summer Squash—Straight Neck 4 ft.— $\frac{1}{4}$ oz.		
	1 Cucumber—White Spine 5 ft.— $\frac{1}{4}$ oz.		
June 1	2 Tomatoes—Bonny Best 6 ft.—24 Plants		

cated, the first planting listed on the left is designed to cover the full 20 ft. width of the garden, to be replaced later in the season in July and August by the later crops listed in the righthand column.

Although this suggested plan is for the average family of five, special bulletins are available through the Extension Service of the Massachusetts State College offering sug-

gestions for families of three, seven and nine. Any one wishing these Bulletins should apply to Miss Blaney at our Library, who can easily obtain them free of charge.

The Norfolk County Agricultural School also suggests several leaflets which may be of interest to home gardeners. These also may be obtained free of charge through our library. Ask for them.



The Bird Club Chromalin Ping-Pong Team, Winner of the Norfolk Ping-Pong Association Tournament. Left to right, Frank Clem, Gordon Wilson, Victor Babel, Carleton Rafuse, and Kaino Paajanen.

Two Lost-Time Accidents Men's Bowling League

By Robert Rodd, Jr.

OUR good accident record which was kept entirely clean during the month of January, has suffered two lost-time accidents in the past two months, one of them a fatal one.

On February 2, James A. Lowe, roofing finisher, strained his back while rolling up Rubberlike Flooring. He began losing time on February 15, and is still out.

The most serious accident we have had in a number of years occurred on March 8, when Dorman Peckford working in the Department where the new Chromalin mix is made, received a fractured wrist and died later at the Norwood Hospital from the resulting shock. He was given instructions to watch for dirty spots on the calender roll and if any were seen to call the operator and stop the machine so that the roll could be washed. When he called and the operator went to him, his arm was caught between the calender and the idler roll, crushing the wrist. The accident happened late in the afternoon, and he died early the next morning.

We cannot undo the damage and the sorrow caused by these accidents, but we can redouble our own efforts in safety work to prevent needless suffering in the months to come. A little cooperation from all of us will make April another no-accident month. How about it?

THE high totals set during the first half of the bowling season seemed plenty high. Nevertheless all four have been replaced by new highs, and there being but a few postponed matches to be bowled off at the time of this writing, these totals will no doubt stand for the season. Amedio Di Flaminies, our high average bowler for FXR, set the Individual Three String Total of 365. Ernest Paciorkowski from FFM holds the Individual Single String honors with a 158. And the Team Highs, both for Single String and Three String, are high in any men's league. FXR bowled them over for 570 for the Single, and FBI—well, that's a different story—those fellows just howled their way to a Three String Total of 1570. Honestly, it was the noise they made and not their bowling that made those pins fall. I know, I was there with the opposing AC's. By the way, I wonder how far back it is since any other Bird teams bowled as high as or higher than these totals? (Perhaps the Editor can supply this information.)*

* Editor's Note: On 1/12/33 Roofing Machines bowled a Single String Total of 580. On 12/3/34 No. 1 Box Shop bowled a Single String Total of 608, and on 2/25/35 the Granule Plant bowled 1719 for a three string total.

The first places in both leagues are still indefinite, as the postponed matches may change the status of both the present leaders. In the American League, FXC stands first with an average of .750, having won 45 points and lost 15. But FBW, with an average of .712, is still in the running, having won 37 and lost 15 and having two matches still to be bowled. In the National League FBI leads with an average of .654, having won 34 and lost 18, but they still have two matches to go. FBP is second with .633, having won 38 points and lost 22, with no matches left.

On working up the averages of the men to date I notice quite a coincidence that is well worth mentioning here. Tony Montisano, captain of the FXR team, has bowled 39 strings to date with a total pinfall of 3622, giving him an average of 92.34, and his brother, Frank Montisano, who bowls with the FBI team, has likewise bowled 39 strings, with exactly the same pinfall and therefore the same average.—And they don't look like twins to me!

The first ten High Average men are as follows: (with 24 or more strings)

Name	Team	St.	Pin fall	Ave.
Amedio Di Flaminies	FXR	27	2954	109.11
George Abbott	FBP	36	3658	101.22
William Percy	FBW	30	3042	101.12
Samuel Di Flaminies	FBF	36	3646	101.10
Charles Malouf	FBW	39	3934	100.34
Earle Higgins	FFP	33	3319	100.19
Fred Turco	FBI	39	3868	99.7
Guy Hoyt	FXR	24	2376	99.0
Edward Knaus	FBN	33	3265	98.31
Richard Sprague	FXC	30	2968	98.28

The Team Standings to date:

American League			
Team	Won	Lost	Average
FXC	45	15	.750
FBW	37	15	.712
FBN	33	27	.550
FXR	28	24	.538
FXB	29	27	.518
FBF	28	28	.500
FFP	12	32	.273
FFM	13	39	.250
National League			
Team	Won	Lost	Average
FBI	34	18	.654
FBP	38	22	.633
FFN	36	24	.600
DMP	28	28	.500
FFV	23	25	.479
EM	24	28	.462
AC	23	33	.411
FBV	1	39	.025

Thomas M. Graney

WE are very sorry to learn of the sudden death of Thomas M. Graney on Wednesday night, March 31. Although he had worked as usual that day, he was found in the evening, apparently stricken suddenly with a heart attack.

He had worked here for forty-six years, first in our cutting room and since 1912 as an oiler. In 1917 he became foreman of the oiling and cleaning department and held that job until his death. We extend our sympathy to his family.

Bird Club Bowlers Win

TUESDAY NIGHT, March 24th, at Hoyt's Alleys, a fully confident and very strong team representing the best bowlers of the Norwood Bowling Leagues, invaded the pick of the Bird Club League, and went down to a defeat of 41 pins at the end of three strings. Starting off the Bird Club Boys could not seem to make connections while the Norwoodites pounded out a beautiful game of 51 pins at end of first string.

Going into the second, a double strike by Amedio Di Flamines turned the tables for the Bird Club Boys, and the close of the second string saw the Norwoodites weakening but still very dangerous, while the Bird Club Team were steadily gaining confidence, as well as pin score.

In the third string the Bird Club Boys went to town, hammering out strikes, spares, and everything within reach, while the confidence of the Norwood Team was slowly weakening, until at the end with the pressure very great, the Bird Club Team walked off with the match, as well as a 41 pin lead. The teams were:

Bird Club Team				
Hoyt	93	91	104	288
Richardi	95	92	100	287
Clark	86	105	95	286
Thomas	109	102	118	329
Di Flamines	106	118	129	353
	489	508	546	1543
Norwood				
Loss	114	89	89	292
Endergast	96	82	103	281
Martino	116	96	112	324
Jarnes	111	98	96	305
Hutch	103	108	89	300
	540	473	489	1502

Suggestion Awards

FEBRUARY

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Cut down Off-Set on Lower Coating Roll at FBI—W. Raymond Bearce, FBI
Self Adjusting Coating Scrapers—Clarence Reithofer, Chicago

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Guard for Bearings on Print Roll—FXG—Benjamin Baranovski, FXG
Automatic Switch for Lights—Henry Cameron, DPE121
Hole in Side of Top Pan at FXC—John Cooke, FXC
Extension on Table Near Small Knife at FXCM22—John Dixon, FXC
Rubber Handles on Starter Switches—Charles Geigol, DMB
Improvement on Iron Stakes on Waste Truck—Louis Kozak, FXC
Stops on Binder Strip Table—Frank J. LaCivita, FXB
Extension Handle on Speed Clutch FFP #5 Hanger—Donald Preble, FFP
Protect Posts in Front of Driers—W. J. Quinn, DMPM5
Cement Passageway Between FFF and FFC—Everett Tripp, FFM
Thumb Screws for Adjusting Rolls on Waxer—Winslow E. Whittier, FXB
Guides on Shingle Machine for Art Bric Siding—Raymond Wolf, Chicago

Two men received \$10.00 awards for five accepted suggestions: John Cooke, FXC and John Dixon, FXC.

MARCH

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Method of Using Old Ductor Blades at DF—Charles D. Rafuse, EMM
Cut Two Miniature Shingles from one 3 in 1 Shingle—Winfred Schaier, FBN

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Partitions on Shelves in Office Vaults—Ronald Altman, Chicago
Weld Alligator Belt Hooks at FBM—Harry Bellew FBM
Guide for Feeding Art Bric Corner Piece Cutting Machine—Samuel DeFlaminies, FBF
Push Button for Main Drive on Opposite Side of FFP5—Charles Farrar, FFP
Weld Teeth on Sector Gears—John G. Graney, FBM
Wider Grooves in Slitter Roll Arbor in Overlay—John G. Graney, FBM
Splash Guard at Bearings on Roofing Screens—Hjalmar Hyrske, DPM
Guide on American Screw Machine—Frank LaCivita, FXB
Ventilator for FF Brigade Room—Loren Murphy, FFR
Catch Basin at FXCM1—Peter Petroni, FXC
Special Safety Guard for Motor Gear—Donald Preble, FFP
Walk along Conveyor Belt in FFG—John S. Smith, FFN
Horn at FXCM2—Pat. Sylvester, FXC
Add Section to Crane Track at FFN—Walter Wallis, FFN
Gutter at FBPM1—Stanley Wasill, FBPM
Extension Pulley on Delivery Belt for Auto-Paster—Winslow E. Whittier, FXB

Three men received \$10.00 awards for five accepted suggestions: J. G. Graney, FBM, Peter Petroni, FXC and Winfred Schaier, FBN.

A return match will be rolled by these same teams at O'Donnells' Alleys, Norwood, at a later date.

Mr. Bartlett's Speech
To Be Published

A woman approached an attendant of a book section in a large department store and said, "Liloleul." The girl asked her to repeat her request and once again the woman said, "Liloleul." The girl turned away, consulted fellow attendants and a ponderous catalog, and finally told the woman she didn't have such a book. The customer waxed indignant. "Not a book. Liloleul. Liloleul. For the kitchel floor," she said.

—Chicago Tribune.

IN response to requests from a number of people, we are preparing for publication in the Review the speech given by Vice-President E. H. Bartlett at the Get-Togethers of our Norwood and East Walpole plants.

It is full of historical interest and contains many personal anecdotes which will be remembered and especially enjoyed by our older workers. The first installment of this article will appear in an early issue of the Review.



Introducing Mr. Leon Lawrence Gammell, 11 months old when this picture was taken. Leon is the son of Lawrence R. Gammell of the Flooring Finishing Department.

Veterans' Service List

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during April and May, and of those who complete twenty or more years' service during these months:

APRIL

	Years
John M. Smith	4- 9-1879 Retired 58
Frank Fisher	4- 3-1895 Inspector 42
George Doderer	4-17-1897 Paper Mill 40
John Hale	4-11-1899 Retired 38
Edward Bonner	4- 1-1900 Paper Mill 37
Kenneth McLennon	4- 9-1900 Paper Mill 37
George W. Towle, Jr.	4- 1-1901 Office 36
Michael Powers	4- 5-1901 Maintenance 36
Mary Sline	4-11-1901 Box Shop 36
Coleman Howe	4-21-1901 Paper Mill 36
Fred W. Shepard	4- 1-1902 Janitor 35
John Spillane	4- 9-1902 Paper Mill 35
Gustaf Johnson	4- 1-1903 Roofing Plant 34
Patrick Hessian	4- 4-1903 Maintenance 34
Halburton Dobbins	4-25-1903 Maintenance 34
Joseph Sienkiewicz	4-13-1908 Maintenance 29
Joseph Aukstolis	4-25-1908 Roofing Plant 29
John E. Maguire	4- 4-1911 Paper Mill 26
Arthur Connelly	4- 8-1912 Box Shop 25
Charles Geigol	4-15-1912 Paper Mill 25
James Porshinsky	4-22-1912 Roofing Plant 25
Tony Milus	4-29-1912 Roofing Plant 25
August F. Linde	4-11-1913 Power & Steam 24
Patrick McNulty	4-11-1913 Power & Steam 24
John Grusacki	4-25-1913 Box Shop 24
John Leston	4-28-1913 Paper Mill 24
Joseph J. Rosevitch	4-29-1913 Paper Mill 24
Festus Connolly	4-24-1914 Maintenance 23
Philius LaLiberty	4-10-1916 Box Shop 21
Klemens Kaseter	4-22-1916 Box Shop 21
Ernest Koebe	4-23-1917 Box Shop 20
Joseph Akunewick	4-10-1922 Roofing Plant 15
Rudolph DiMichele	4- 4-1927 Roofing Plant 10
Harold Dunakin	4- 7-1927 Roofing Plant 10
Frederick C. Jonah	4-11-1927 Paper Mill 10
Jim Jurgewicz	4-12-1927 Box Shop 10
Wm. C. Gokcy	4-20-1927 Maintenance 10
Henry C. Cecchi	4-22-1927 Box Shop 10
James Hazlett	4- 5-1932 Roofing Plant 5
George Gross	4- 6-1932 Roofing Plant 5
Emil Anderson	4-22-1932 Roofing Plant 5
J. Carlton Rafuse	4-26-1932 Flooring Plant 5

Phillipsdale

Vincent Cicerelli	4-13-1916 21
Fred Billings	4-17-1916 21
Makar Kurda	4-20-1917 20
William Callen	4-25-1917 20

Canada

R. E. Jones	4- 8-1927 Montreal 10
E. Patiface	4-25-1913 Retired 24
W. H. Stevenson	4- 5-1915 Retired 22
H. Rousseau	4-16-1910 Montreal 27
H. Dumouchel	4- 1-1914 Montreal 23

O. Lloyd	4-25-1916 Montreal 21
O. J. Boudreau	4-12-1922 Montreal 15
A. Marineau	4-25-1922 Montreal 15
F. J. L. Beaucage	4- 5-1927 Montreal 10
C. W. Parsons	4-16-1906 Hamilton 31
R. Forrest	4-18-1927 Hamilton 10
G. P. Moore	4-21-1927 Hamilton 10
W. A. Dowd	4- 7-1932 Hamilton 5
T. J. Piche	4- 1-1917 Portneuf 20
T. R. Palmer	4- 8-1915 Salesman, Ontario 22

MAY

J. H. Smith	5-14-1878 Retired 59
Fannie Murphy	5- 1-1886 No. 2 Box Shop 51
Annette Blaney	5-17-1897 Librarian 40
Albert Erickson	5- 1-1899 Flooring Plant 38
Harry L. Tower	5-12-1901 Box Shop 36
John Kirby	5-16-1903 Finishing Mill 34
Michael J. Mohan	5- 7-1907 Retired 30
Patrick Reardon	5- 7-1907 Roofing Plant 30
Paul Krukas	5-20-1907 Roofing Plant 30
Albion Gottberg	5-16-1908 Maintenance 29
Herman Wauhkonen	5- 1-1909 Flooring Plant 28
Frank R. Meyer	5-24-1909 Box Shop 28
Elmer Jordan	5-25-1909 Retired 28
Frederick H. Hird	5- 1-1910 Director, and Sales Manager, Paper Div. 27

Matejs Minkevicius	5- 4-1910 Box Shop 27
Patsy Sansone	5- 4-1910 Flooring Plant 27
David Regan, Sr.	5- 1-1911 Maintenance 26
John Ruskis	5-13-1911 Roofing Plant 26
Adolf Guttock	5-31-1911 Box Shop 26
W. J. Patterson	5- 7-1912 Paper Mill 25
John Wosner	5-23-1912 Roofing Plant 25
Helena White	5- 8-1913 Office 24
A. H. Brooker	5-15-1915 Roofing Sales 22
Michael Connors	5- 1-1916 Paper Mill 21
Lorenzi Galazzi	5- 1-1916 Roofing Plant 21
James Lasky	5- 9-1916 Box Shop 21
Michael Novick	5-16-1916 Paper Mill 21
James Donohue	5-18-1916 Box Shop 21
W. A. Beaulieu	5-14-1917 Office 20
Peter Rucstalis	5-29-1917 Paper Mill 20
Nicolantonio Puopolo	5-31-1917 Flooring Plant 20
Johannah Flavin	5- 1-1922 Office 15
Clarence Hagman	5-12-1922 Flooring Plant 15
John Fleming	5-15-1922 Maintenance 15
Thomas F. Bannon	5-22-1922 Maintenance 15
Karal Dubrowski	5-24-1922 Paper Mill 15
Frank Heino	5-24-1922 Roofing Plant 15
J. S. Walker, Jr.	5-27-1922 Maintenance 15
Adam Sidlackza	5-31-1922 Roofing Plant 15
Byard Bennett	5- 9-1927 Box Shop 10
Elaros Balutis	5-12-1927 Roofing Plant 10
Joseph Trusewicz	5-13-1927 Roofing Plant 10
Wilmut Irving	5-16-1927 Flooring Plant 10
George Keddy	5-26-1927 Paper Mill 10
Stephen Melish	5-26-1927 Flooring Plant 10
Betheo Chandler	5- 2-1932 Nurse 5
Agnes W. Flood	5- 2-1932 Office 5
Ernest W. Statzer	5-13-1932 Maintenance 5
Chas. H. Locke	5-16-1932 Maintenance 5

Phillipsdale

Serafim Moreira	5-22-1917 20
John Vargas	5-26-1922 15

Canada

J. T. Blain	5-10-1916 Montreal 21
W. Gougeon	5-20-1927 Montreal 10
A. J. Fleming	5- 9-1932 Montreal 5
E. L. Malo	5- 9-1932 Montreal 5
T. D. Bleau	5-16-1932 Montreal 5
L. H. J. Briere	5-16-1932 Montreal 5
J. R. Couillard	5-16-1932 Montreal 5
J. H. Godbout	5-16-1932 Montreal 5
M. Guerin	5-16-1932 Montreal 5
J. A. Huot	5-16-1932 Montreal 5
V. C. Stewart	5-11-1932 Hamilton 5
E. J. Boilard	5-16-1927 Pont Rouge 10

Berry Asphalt

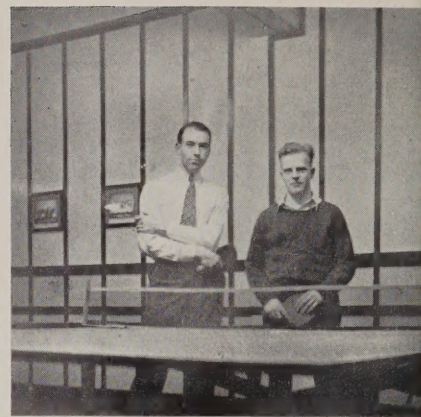
Chloe M. Wright	5- 1-1932 5
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Short Short Story

MRS. SMITH wiped her hands and hurried to answer the doorbell. On the steps was a nice young man. In his hand was a bottle, looking suspiciously like extract.

"No," said Mrs. Smith. "I don't want to buy anything."

"I'm not selling anything, madam. You see, your next door neighbor ordered this bottle of extract and I'm delivering it. But she's not at home. Would you



Robert Turner and George Johnson, Winner and Runner-up respectively of the 1937 Bird Club Ping-Pong Singles Championship Tournament.

kindly accept delivery and save me another trip?"

Mrs. Smith agreed, and then paid \$1.20 which, according to the salesman, would be refunded to her by her neighbor. Later in the day, however, she found out from her neighbor that the extract had not been ordered.

Mrs. Smith is another victim of the not-at-home racketeer. She has the extract, you say. True, but it is only a four ounce bottle of an unknown brand. The finest extract in the same size is obtainable everywhere for less than half the price.

It is one thing to accommodate a neighbor and another to play a slicker's game. Know what you are doing before you aid in a scheme of this kind.

—Boston Better Business Bureau.

Acknowledgments

We gratefully acknowledge with sincere thanks your flowers and kind expressions of sympathy.

Mary B. Foley,
Agnes J. Foley.

I wish to thank Bird & Son, inc. and my many friends for the flowers and the kind expressions of sympathy received during my recent bereavement.

Rose Silverman

We wish to thank Bird & Son, inc. for the kind sympathy expressed in the beautiful flowers received during our recent bereavement.

Mr. and Mrs. Wilfred Turenne

We wish to thank Bird & Son, inc. and our many friends for their kind expressions of sympathy in our recent bereavement.

Mr. and Mrs. Bartley Foley.

Gratefully acknowledging your beautiful floral tribute.

Mary F. Lewis,
Herbert W. Lewis.

I wish to thank my friends at Bird & Son, inc. for the beautiful flowers and kind expressions of sympathy received during my recent bereavement.

Helen Ballou.

We wish to express our gratitude for the floral offering received during our recent bereavement.

Mr. and Mrs. Thomas Concannon



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins Individuals
Lock-Butt	BIRD Insulated Bric-Siding	Giant Individuals
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal	Mineralite	Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt

BIRD Saturated Felt

Rubberlike Matting

BIRD CHROMALIN Floor Covering

Patterned	Plain	Jaspé
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Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons

NEPONSET Waterproof Paper Flower Pots

Tack and Screw Boxes

Plant Bands

Plant Boxes

Special Paper Division

Index Pressboard

Socket Lining Paper

Rocket Paper

Dry and Waterproof Felt Papers for Special Purposes

Industrial Filter Paper

Innersole Board

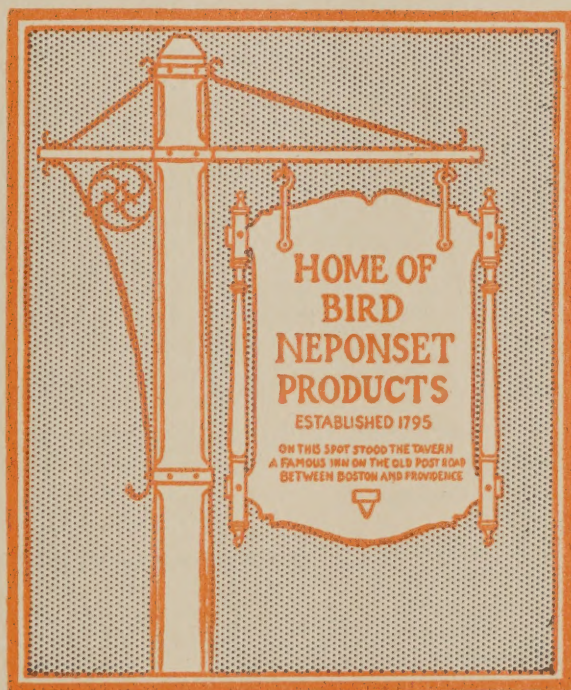
Cloth Board



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXV NO. 3

JUNE 1937



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

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Vice-Chairman, CHARLES S. BIRD, JR.

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Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

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Vice-Presidents

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PHILIP H. BAILEY

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Assistant Treasurer and Credits, D. E. MERRILL

Assistant Treasurer, H. E. DAVENPORT

Auditor, H. S. WHITNEY

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Assistant Purchasing and Traffic, M. J. HAWKINS

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Sales Manager Roofing Division, E. L. CHAMBERLAIN

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Manager Central Division, S. C. TRAUDT, JR.

Manager Southern Division, A. D. KILHAM

Manager Western Division, W. W. WILSON

Sales Manager Box Division, C. H. ANDREWS

Assistant Sales Manager, G. L. STUDLEY

Sales Manager Carton Division, A. M. CLAFFEE

Sales Promotion Manager, L. S. WRIGHT

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(Subsidiary Company)

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Field Manager, A. V. GARLAND

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Assistant to Director of Manufacturing, P. N. HILLS

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Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

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Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Superintendent Western Roofing Division, J. G. YOUNG

Assistant Superintendent, J. F. MATCHA

Chief Chemist, ERICH GACH

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY, MINNEAPOLIS
NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

BIRD'S NEPONSET REVIEW

VOL. XXV

JUNE, 1937

No. 3



Plant Executives and salesmen present at a meeting at the Shreveport office on Monday, May 17. Front row, left to right: B. P. Soward, W. W. Wilson, R. D. Peterson, L. S. Wright, L. L. Williams, J. G. Young. Second row: Bradford Morris, F. N. Houston, F. C. Robie. Third row: L. S. Wharton, Carl Andrews, G. E. Mahoney, J. R. Chapman. Fourth row: Arwood Brock, E. B. Weeks, E. B. Dodd, H. B. Beauchamp.

New Roofing Plant at Shreveport

Will Start Operations This Summer

By mid-summer a third Roofing plant of Bird & Son, inc., a complete unit in itself, will be in full operation at Shreveport, La. In addition to the plant itself, a sales organization and office force are being set up so that the entire unit can be operated as a separate division, to be known as the Southwestern Division.

For several years the advisability of establishing such a plant in the Southwest had been under consideration. Early this year it was decided to put this plant in Shreveport and we were very fortunate in being able to purchase a substantial in-

dustrial plant located about one mile from the business district of the city. The property has two buildings, each one story in height—one with 60,000 square feet of floor space and of brick, steel and concrete construction; and the other of wood construction with 10,000 square feet. In another brick building is a boiler plant. Two railroads serve the property with switching service. All the buildings are excellently protected from fire by sprinkler systems, and there are several fire hydrants on the property. The buildings are less than ten years

old. They were used a very short time by a textile manufacturer and have been very well maintained.

The principal equipment of the plant will consist of a 48" width roofing machine of the most modern type. It will be equipped with loopers, saturator, coater, and surfacing section, Thick Butt section, winder and turret-type shingle cutter. It is being designed to permit quick changes, and practically any roofing product can be manufactured on it at high capacity, and with the same high quality as we produce on our other machines at Norwood and



Exterior View of the new Shreveport office and plant. This is the largest of the buildings on the property.

Chicago. Undoubtedly it will be the most improved machine in the Roofing Industry. It will occupy one complete bay in the building and extend for a length of 325 feet.

To supply this machine, three modern asphalt stills will be used. These, with suitable asphalt storage tanks, unloading and pumping equipment, will provide hot saturant and coating. A complete granule storage, coloring and handling equipment will supply granules for the surfacing material, and here again the process will be the same as at our other plants and will guarantee the production of high quality granules.

In addition to the railroad sidings already servicing the plant, a new siding has been installed to be used for the delivery of raw materials. Suitable shipping platforms are being constructed for both trucking and rail shipments.

Natural gas will be used for fuel for the boiler plant and for heating the stills and asphalt storage tanks. Power for the machines is purchased from the local power company.

The construction work has been under the direct supervision of Mr. J. G. Young, Superintendent of our Western Roofing Plants, who will continue in charge of operations for the present.

A separate Sales Division has already been set up, and is in operation with Mr. R. D. Peterson as the Southwestern Sales Manager. In addition to the salesmen already

covering this area, several additional salesmen are being added to help give the best possible service to our trade. These men, working under Mr. R. D. Peterson, will cover a section which at the present time includes the states of Louisiana, Arkansas, Oklahoma and Texas. Mr. Peterson will have his office at Shreveport, with Mr. F. C. Robie as head correspondent and a full force to handle the office detail efficiently.

In charge of the office as Office Manager and Auditor is Mr. B. P. Soward, who joined our organization when we purchased the Berry Asphalt Company in 1935. Under him will be a Cost Accountant, a Traffic Manager, Ediphone transcribers, and a complete office and clerical force to handle all the details such as telephone service, filing and bookkeeping.

Modern Equipment

The offices are of modern construction and contain complete equipment for prompt and efficient service. In addition to the office floor space and the private offices of the executives, there will be a reception room and display room, similar to those found in our other plants. Ediphones will be used for dictation and the typewriting equipment will be furnished by Underwood. A new Teletype machine has been installed and at the same time a similar machine is being installed at the Berry Asphalt Company in Waterloo. Thus, by the time this issue is off the press, we will have instant means of com-

munication between all our plants and offices—East Walpole, New York, Chicago, Waterloo and Shreveport.

The Finance and Accounting Departments of the new office will report directly to East Walpole and the Sales Division, for the present at least, to the Chicago Office.

When it was decided early this year to open a Southwestern Roofing Plant, a careful survey of various cities in the Southwest was made and led to this decision after considering all factors, such as transportation facilities, service to customers, and the supply of asphalt and other raw materials. Shreveport, Louisiana, is a rapidly growing city of 90,000 population. Within a radius of 100 miles, there is a population of 1,360,000. The city is in the heart of the oil and natural gas belt of Arkansas, northern Louisiana, and East Texas. Excellent highways serve the city from all directions, and six major railways enter the city, radiating in twelve directions. The principal industries of the 150 plants located within the city are—oil refining, lumber and woodworking, sheet window glass, fertilizer, and cotton-seed oil. The business district has many substantial buildings, and the residential section boasts a large number of beautiful homes.

Our plant is ideally located about one mile from the center of the business district.

J. G. Young, Superintendent of our Western Roofing Plants, who has been in charge of the construction work at Shreveport.





P. Soward, Office Manager and Auditor at our Shreveport Plant.

Shreveport Executives

J. G. Young

MR. JAMES G. YOUNG, superintendent of our Western plants, who has been in charge of the construction work at the new Shreveport plant, and who will remain in charge there for the present, was born in Roscoe, Pennsylvania in 1906 and received his high school education there. In 1928, he graduated with a degree in Industrial Engineering from Pennsylvania State College and following graduation joined the American Steel Wire Company as Chief Inspector of the Coil Spring Department at the Waukegan, Illinois plant. He was later made Design Engineer with this same company.

On October 17, 1929, he joined Bird & Son as Plant Engineer in Chicago and on June 1, 1930 when Mr. Roberts was transferred to East Walpole, he became superintendent of the Chicago plant.

B. P. Soward

Mr. B. P. Soward joined our organization when we purchased the Berry Asphalt Company in 1935. He graduated from a Chicago High School in 1925, attended the Armour Institute of Technology evening division for four years. During part of that time, he was employed by the Berry Asphalt Company as Invoicing Clerk, later being transferred to the Ivory Oil Company as general office manager. After some time on his work, he was transferred back to the Berry Asphalt Company as auditor, the position which he

held until he was made Assistant Treasurer and Secretary of the company in 1933. After Bird & Son took control of the company in 1935, he became assistant to Mr. Altman in Chicago, continuing in charge of the office and accounting work at the Waterloo plant. He now becomes office manager and auditor of the new organization at Shreveport.

R. D. Peterson

Mr. R. D. Peterson, Sales Manager of the Southwestern Division, was born in Canton, Mississippi, in 1895 and attended school there and in New Orleans, finishing High School at New Orleans. Then for two years he attended Hazel Academy, working his way through selling Bibles and other religious books during the summer months to earn his expenses. In 1914 he was forced to quit school and that Fall took a job in New Orleans selling lumber and Bird Roofing and doing some application work for the jobber. Just previous to entering the service in 1917 he worked for three months as Assistant Purser on a United Fruit Company steamer, making several trips to Cuba and other southern ports. In July 1917 he began active duty with the Washington Artillery, first as a Private, later receiving promotions and finally a commission as First Lieutenant. He was then detailed as a Junior Artillery instructor and continued on that work in three or four different camps until securing his discharge on January 5, 1919. He married at that time and then went back to his old job of selling lumber and roofing. In January 1920 he joined the Bird & Son organization as a salesman traveling in Louisiana, Mississippi, Alabama and West Florida. Since 1930 he has been a very successful salesman in the Louisiana territory. He tells us that the job of selling is always fascinating to him and that the story of Bird & Son never grows old. "The greatest thrill," he says, "is to go back and sell a customer another Bird Roof after the first has rendered 12 or 15 years of satisfactory service. Believe it or not, we get such thrills real often."

Horse Shoes

By Charles Rafuse

THE Horse Shoe pits have been all fixed up and are having quite a lot of use now.

The committee plans to have a meeting shortly to discuss plans for tournaments for the coming season, including a ladder tournament to run throughout the season so that if any outside matches are played the top six men at that particular time will be taken as a team.

The committee is open to further suggestions about different tournaments and how to run them and would very much appreciate hearing from any members who have ideas on this subject.

Departmental Baseball

AN Interdepartmental Baseball League of 4 teams has been formed. The Roofing Team is in charge of Edward Hiller; the Flooring Team, Ernest Paciorkowski; Main Mill, John DeCosta; No. 2 Box Shop, Ambrose Fitzpatrick. The Main Mill team includes the Main Office, Finishing Mill and the No. 1 Box Shop as well as the Paper Mill. The No. 2 Box Shop Team includes the Maintenance Department and the Personnel Department as well as No. 2 Box Shop Building.

Games in this league started on Monday, May 24, with the schedule calling for Monday and Tuesday night games every week through Tuesday, July 20.

R. D. Peterson, Sales Manager of the Southwestern Roofing Division whose home office is at the new Shreveport Plant.





Members of the Cast who did such fine work in the Musical Comedy, which was part of the Minstrel Show — Left to right, Maxmillian Rabinovitch, Gilda Campagna, Sigurd Gustafson, Pauline Ransow, Harold Smith, Joseph Hill, Dorothy Allen, George Kinsman, James Sullivan; Charles Bean and Francis McSwain were also in this cast.

Minstrels Stage Huge Success

Excel Performance of Last Year

ONCE again the Bird Club Minstrels scored a real hit, equaling their performance of last year, and presenting a mighty fine show before two capacity houses at the Norwood Junior High School on the nights of May 6th and 7th.

The show, written and directed by Mr. Andrew J. Dinegan again this year, was entirely new from start to finish. In addition to the "veteran actors" of 1936, some new and very fine talent within our organization was found this year, and as special guests of the evening the Bird Glee Club performed very excellently a group of three numbers.

The show opened with a short musical comedy entitled "Two of A KIND" which concerned the fortunes of a hotel manager, Sigurd Gustafson, who had advertised his summer place widely and promised his guests entertainment without knowing where he was going to find it. Mr. Banker, one of the guests, played by George Kinsman, was determined that his daughter, Lucille, should marry a deaf man like himself. Mrs. Banker, played by Dorothy Allen, was just as determined that Lucille should marry a man with a title, and Lucille

herself, Pauline Ransow, had her mind set on a deserving young man of her own choice, Dock Primstader, played by Joseph Hill.

Mr. Jollyem, the landlord, overhears the argument between Mr. and Mrs. Banker and sees a way out of his difficulties by hiring in two professional actors to take the part of the English nobleman (The Duke of Shallow, played by James Sullivan), and the deaf man (an Irish Gentleman by the name of Flanagan, played by Francis McSwain). A very complicated and humorous situation develops, which is heightened by the antics of Snowball White, Colored servant to Mr. Banker, played by Harold Smith, and an extraordinary poet, Jingles, in the person of Charles Bean. Everything ends happily, of course, with Lucille married to the man she loves in spite of the scheming of her mother and father.

To single out any one character as better than the others would be unfair. Every member of the cast carried his part through like a professional. James Sullivan, George Kinsman, Harold Smith and Charles Bean, who were in last year's performance,

were equally good this year, and as for the new players, Joseph Hill, Sigurd Gustafson, Francis McSwain, Dorothy Allen, and Pauline Ransow they are receiving nothing but the highest compliments for their work. Mr. Hill and Miss Ransow both have beautiful voices, and their solos and duets were highlights of the evening's performance. Furniture on the set was furnished by the Walpole Woodworkers.

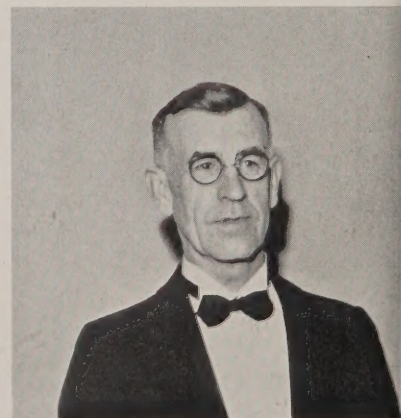
Three dance numbers were included in this first part of the show, all different from each other, and all well done. The Irish Breakdown Dance was done by six Irish Colleen — Olga Eysie, Josephine Eysie, Fred Thomas, Solvig Storm, Sally Slauzis, Helen Makarevich.

Tramps Make Hit

A very funny Tramp Dance was presented by eight "Gentlemen of the Road" — Maurice Godfrey, Martin Scampini, Paul Calderone, John Pazniokas, Henry Ceglarski, John Vaikasas, John Perekslis, Albert Kimball and an effective song and dance — "WAITIN' AT THE GATE FOR KATY" — was done by the following group of ten — Julia Lewis, Margaret Owens, Berta Kugel, Nancy Ruggiero, Rose Ruggiero, Maxmillian Rabinovitch, George Lane, Albert Kimball, Frank Frawley, Te Pieczonka.

The "Something Different" listed on the program as presented by the Stage Wreckers turned out to be a wild bit of singing, dancing (?) and horse-play put on by Paul Penza, George Abbott, Francis McSwain, Vincent DeLaillar, and John Ambrosevich dressed in baby clothes. It certainly was funny while lasted.

Andrew J. Dinegan, Director for the past two years of our very successful Minstrel Shows.



One of the finest presentations of the entire evening occurred just before intermission when the curtains parted and 60 members of the newly organized Bird Glee Club stepped forward and sang three of the songs from their concert program of a month ago—"John Peel," "The Musical Trust," and "Stout-Hearted Men." The members of the chorus excelled even the fine performance of their own concert and received such an enthusiastic reception from the audience that an encore was necessary at the Friday night performance.

Following the intermission, a nappy old time Minstrel Show was presented with Arthur V. Wilson as Interlocutor and six end men—Theodore Piczonka, Ralph Abbott, Harold Smith, Herbert Badger, George Lane, Charles Bean—tossing jokes back and forth and singing their end songs with the chorus. Guest artists of the evening included Bill Anderson, who sang "Ole Man River," Florence Feeley in a special song and dance, and the Giglio sisters, two talented little girls who presented a very effective specialty dance. Two Club members sang solos, Joseph Lestan a tenor solo, and Edgar Grout, a baritone number, and the program closed with the grand finale by the entire company in a tuneful "Toast to Club and Friends." Following both performances, dancing continued until 1:00 A. M. with music by Dick Adair's orchestra.

Large Cast

After the success of last year's Minstrel Show, it was a difficult thing for the cast and committee to present a performance of equal calibre this year. The fact that many who attended both performances thought that this year's show was better, speaks well for all those who put the best of their time and effort into making the show a success. More than 100 people took part, either as members of the cast and chorus, or as active workers on the committee. Add to this the sixty members of the Glee Club who performed as special guests, and we have a total of 160. This is a fine showing in numbers alone, and in the quality and variety of entertainment presented, indicates a wonderful spirit of co-operation and some real talent within our own organization.

1—These Irish Colleens received hearty applause for their dance in the Minstrel Show. Left to right—Sally Slauzis, Freda Thomas, Olga Eysie, Solvig Storm, Helen Makarevich, and Josephine Eysie.
2—"These Gentlemen of the Road" were one of the hits of the show, with their eccentric dance. Left to right, Martin Scampini, Maurice Godfrey, John Vaikasas, Henry Ceglarski, Albert Kimball, John Perekslis, John Pazniokas, and Paul Calderone.
3—An effective Dance Number "Waiting at the Gate for Katie"—was presented by this group—Left to right, Margaret Owens, George Lane, Julia Lewis, Max Rabinovitch, Nancy Ruggiero, Rose Ruggiero, Ted Piczonko, Berta Kugel, Albert Kimball, Frank Frawley was also a member of this group, but was not present for the picture.





Frederick H. Hird, former Manager of the Special Papers Division, who retired from active service on May 3, 1937.

Mr. Hird Retires from Active Service

EFFECTIVE May 3, Mr. Frederick H. Hird retired from his active executive position as Manager of the Special Papers Division and Mr. Arthur M. Claffee became the new Manager, in addition to his other duties as Sales Manager of the Carton Division. Although Mr. Hird has retired from active executive duty, he continues in an advisory and consulting capacity along with Mr. Bartlett and Mr. Bailey, and he also continues on the Board of Directors.

He first came with Bird & Son on May 1, 1910, after many years of practical paper making experience with Tileston-Hollingsworth & Company. He was first in charge of the sale of Felt for the Phillipsdale Plant, as at that time the plant manufactured a larger quantity of felt than our Norwood Mills could use in our own processes of manufacture. He gradually took on other duties in the sale of Special Papers and Roofings.

As a result of his fine work in this field, he was made Western Manager of our Roofing Sales Division in March 1922, going to Chicago to take up his duties there, and remaining for ten years on that work. In July 1932 when Mr. E. H. Bartlett retired from active management of the Special Papers Division, Mr. Hird returned to East Walpole to take over Mr. Bartlett's duties. He has remained as manager of the Special Papers Division until the present time. Illness has kept him

from the office since February of this year, but we are happy to say that he is greatly improved now, so much so that he will undoubtedly take an active part in the advisory and consulting work in the years to come.

The New Manager

Mr. Arthur M. Claffee, who became the new Sales Manager on May 1, was born in Honeoye Falls, New York in 1885, graduated from High School there and in 1905 graduated from the Genesee Wesleyan Seminary. His first work was with the Lehigh Valley, Erie, and Grand Trunk Railroads as a clerk and stenographer. In 1909 he went with M. D. Knowlton Company as a stenographer and in 1912 he became the New England representative of that company, covering all of New England and the Maritime Provinces of Canada. He remained in that work until 1931 when he came to Bird & Son as a salesman in our Box Division. In 1932, when the Shoe Carton Division was established as a separate Division he was made Manager of it, and has built up a remarkable business in that Division during his five years as Manager. We congratulate Mr. Claffee on his new appointment and wish him every success.

Bridge News

By Herman Barker

THE Bridge Club held its fifth and last meeting of the season on April 30. The winners for this meeting were James Dowling and Henry Delaney in Auction and Mr. and Mrs. Ralph Farris in Contract.

At this meeting the season prize winners were announced, and the prizes were presented as follows:

Auction

1	Kaino Paaajanen	128.1%
2-3	Mrs. William O'Brien	124.2%
2-3	William O'Brien	124.2%
4-5	Henry Delaney	123.2%
4-5	James Dowling	123.2%
6	Lilyan Paquette	114.7%

High gross score for the season went to Kaino Paaajanen with a total of 13,342 points.

Contract

1	Joe Erker	137.0%
2-3	Mrs. Amos Dixon	110.9%
2-3	Amos Dixon	110.9%

We were rather late in the season

in getting started. However, we have held five matches with an average attendance of fifty-three. One hundred and twenty have attended one or more meetings. The Auction players have been far ahead in members but the regular Contract attendants have been just as enthusiastic. We hope we can stir up more Contract players next year.

This completes a very successful first year of bridge as a Bird Club activity.

Danger in a Splinter

DID you know that even a splinter under a fingernail or a slight scratch on the hand can develop into a bad infection if not properly treated? First Aid treatment at the hospital is the best way to help prevent infection from minor injuries.

But it is just as important to know what to do when you are injured at home, or where you cannot receive hospital treatment. In that case, follow two simple rules and you will positively eliminate the danger of infection:

1—Sterilize the needle with which you are going to remove the splinter by dipping it in alcohol, or putting the point in a flame.

2—Sterilize the skin before removing the splinter by painting with iodine or mercurochrome.

Give scratches and splinters proper treatment always.

Co-ed—"I want something to wear around the dormitory."

Salesgirl—"How large is your dormitory?"

Arthur M. Claffee, newly appointed Manager of the Special Papers Sales Division.





Colorful Chromalin Pattern in the attractive kitchen of Ralph M. Wight, Superintendent of the Flooring Plant.

New Chromalin Line

A COMPLETE new line of Chromalin patterns for 1937 was released in April. In line with the Bird policy to continually search for every possible improvement in their product, Chromalin, this year, is better than ever before. Careful laboratory research and improved manufacturing technique gives the 1937 Chromalin the unusual combination of satin-like surface, beautiful patterns and extreme durability at moderate cost.

The patterns in Chromalin go clear through the wearing mastic. They will stand years of hard usage and the colors will always retain their original sharp definition.

Chromalin is tough. Its clean, smooth-as-satin surface will wear longer than any floor covering continuously offered at such a reasonable price. The variety and beauty of these new patterns make it the logical choice for the home, shops and a wide variety of light commercial uses where beauty, durability and economy are essential.

Now Complete Line

Chromalin is now a complete floor covering line—patterned—plain—Jaspe. Plain and Jaspe floors have a very wide range of uses but even more important is the appropriateness of Chromalin patterned floors with border work and feature effects. One in Chromalin plain and Jaspe. Note in the illustration how flagstone pattern No. 245 has been improved in appearance and the whole

kitchen smartened by use of Chromalin plain for border and shelf finish.

Chromasets, of plain and Jaspe, make it possible for anyone to design custom floors. There are small designs and individual patterns in one to three colors. They are available in silhouette, squares and circles and lend themselves to almost any scheme of decoration.

Our Bob Sledder

OVER Station WGY at Schenectady on March 10 the following interesting story was broadcast by an announcer who knows our salesman and Bob Sled enthusiast, Clyde M. Phipps, personally. Mr. Phipps raced at Lake Placid in 1936 and would have done so again this Winter except for illness. This description of the trip down the famous Mount Van Hoevenberg Bob Sled Run is about as graphic as we have seen.

"Yesterday we had occasion to remark to a friend that this has been a wonderful winter. That wasn't an original or sparkling observation, but we really thought so because heating fuel has lasted twice as long as during a normal winter, automobile traffic has been safe and at no time did it seem that spring was far afield. But would you believe it this friend attacked us with a verbal savagery that we do not dare repeat on the air. His language was vitriolic; it was soul searing; it was volcanically eruptive; it was—well it just wasn't meant for young ears. This friend is a winter sports fan, one of those chaps who can't wait in the fall until the last seared leaf has fallen and is happiest when the first tang of frost nips the air.

This friend's name is Clyde Phipps and he owns a pair of bob sleds which he stables year-round at Placid. He is one of that small group designated by the Conservation Department of the state of New York, as expert bob sled driver, authorized for all time to make that mile and a half suicide bob sled slide at Mount Van Hoevenberg. Clyde is very critical of the operation of the weather department during the past winter and it wouldn't surprise me a bit if he started a movement to have the whole department reorganized. Every week-end he has looked forward to a few



Henry Jackson Warren, Conductor of the Bird Glee Club, which presented a very successful concert in April, and which delighted the audience with a special performance at the recent Minstrel Show.

70 mile an hour challenges with sudden death and every week-end somebody has conspired to prevent.

"From Phipps we learn that the designing engineer of the famous Mount Van Hoevenberg Olympic Bob Sled Run provided, somewhere in the last half mile of the run, a course irregularity, a hazard we'd call it in golf, which is known as zig and zag. You see bobsledders abhor monotony as though it were a vacuum. A straight-away run of a mile and a half at 70 miles per hour would be so devastatingly dull that there would be danger of the steersman going to sleep. So the engineer-designer, in laying out the course, introduces a succession of neck snapping, back-bone twisting, lung collapsing hazards and the choicest of the lot are the twin curves zig and zag. Zig is a curve in one direction which leads faster than light into zag, a curve in the other direction. As we understand it the combination is necessary. Zag is as necessary to Zig as ham is to eggs, one complements the other. Your neck is broken by Zig, but Zag follows so fast that you never suspect it's broken. A real catastrophe would ensue if there were no Zag. We are planning to visit the Mount Van Hoevenberg slide to inspect Zig and Zag, but we are going up this summer while the forest is lush with foliage and there is nothing faster in sight than a red squirrel and nothing more dangerous than a blue bird giving its love call."

Pioneer Days at Bird & Son

By Elmer H. Bartlett

We have received a number of requests to reprint Mr. Bartlett's interesting historical talk given at the Get-Together meetings of our Norwood and East Walpole Plants. This we are much pleased to do, reprinting part of the talk in this issue, and concluding it in our next issue.
—Editor.

Mr. Chairman, Friends, Associates and Co-workers:

My subject tonight is "Reminiscing." Historically, we go back to George Bird at Needham in 1795 for our first paper mill; thence to Dedham in 1803, to Walpole on the Neponset River in 1817. Francis William Bird, the son of George Bird, started in 1834 with his father in the manufacture of paper as George Bird & Son. This partnership was dissolved in 1838 and the mill from that time was known as F. W. Bird. The original sign is still over the front door of the main office.

Prior to the partnership to which I next refer, there was a consolidation of what was known as the upper and lower mills, known as F. W. Bird, Hollingsworth & Company. There hangs in my office an interesting certificate—"First order of merit by Victoria Melbourne International Exhibition of Australia in 1880-1881 awarding a bronze medal for wrapping papers as manufactured by F. W. Bird, Hollingsworth & Company."

In 1877 Charles Sumner Bird came in as a partner with his father under the name of F. W. Bird & Son. This firm name continued until 1918 when incorporation took place as Bird & Son, inc., and is still in effect.

I will speak here of the chronological dates of our oldest plants only, letting the younger generation tell you in the future about the new subsidiary interests. In 1904 the Norwood roofing plant was built; in 1905 the Hamilton, Ont. plant was built; in 1907 the Phillipsdale, Rhode Island felt mill was built; in 1908 the Pont Rouge, Que. felt mill was built; in 1911 the Floor Covering plant was built at Norwood, Mass., and in 1917 the Chicago plant was purchased and operation started.



Vice President E. H. Bartlett

The Office in 1885

Now I will take you back to the summer of 1885 when I arrived at the little white office which looked like the country school houses of those and earlier days. This was located just a few feet from Washington Street, fronting the present location and since then has been moved back twice, each time some addition being made for new office rooms. The present main office room where you enter now was the entire office space then divided off to obtain a back room about 25 ft. long by 10 ft. wide where all of the mill supplies were kept, like felts, colors, waste, nails, small tools, pails, lamps, etc. At that time there were four in the main office; at the present 233. The staff in '85 consisted of the Hon. F. W. Bird, Harrison H. Child, William K. Churchill the bookkeeper and myself as the office boy and helper to Mr. Churchill. Mr. Charles Sumner Bird who was the superintendent of the mill, came up to the office twice each day spending about three hours to give his orders in the matter of purchasing raw stock and supplies, writing many of the quotations on wrapping papers, tack boxes and sheathing papers which were all manufactured at East Walpole. All of this correspondence was hand written as we didn't have our first stenographer and typewriter until 1888. The earliest records I could ever find as to the kinds of paper made in Bird & Son

mills dated back to 1812-1833 and referred to mottled and printing papers; also sugar-bakers' paper. This latter was used to wrap up loaf sugar.

In 1835 the records refer to the Neponset paper mills as making printing papers and the old paper makers were Ellis Morse, Silas Smith, Warren Lewis, Linke Coney.

No. 1 Tarred Hardware Wrapping Paper

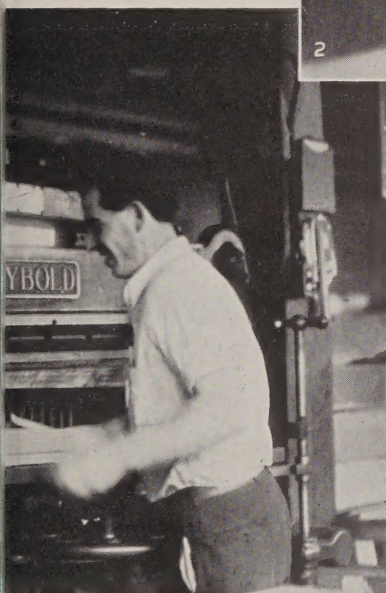
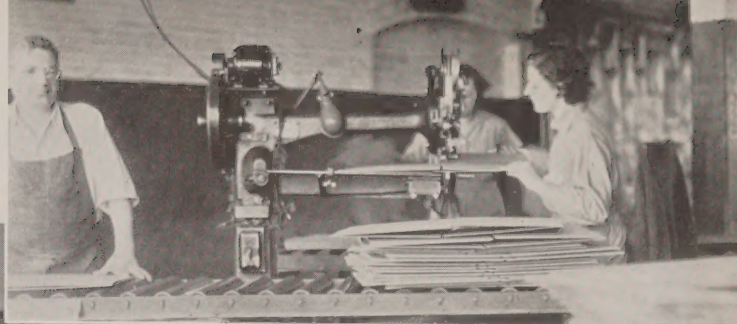
The first product made by Francis W. Bird in 1835 was printing paper; then followed the wrapping papers. The chief papers made in the 80's were No. 1 Tarred Hardware; the make-up of this grade was from old ropes gathered from sail lofts, discarded rope riggings from vessels and tarred "shakings" waste from the cordage Companies which were beaten and pulped and treated to retain the tarry odor. This made it objectionable to moths and mice. It was also free from sulphur and acids which would cause rusting, so that our sales were very large at times to all of the leading cutlery and fine metal goods manufacturers in this country. They wrapped their finished articles to prevent rusting and the woolen manufacturers wrapped their blankets and bolts of cloth to protect them from moths and the dreaded Buffalo bug. We also sold largely to the United States Government at Washington and I dare say that even today can be found old Congressional records in the archives of Uncle Sam still wrapped in good old Tarred Hardware Paper that was made prior to the Civil War. When steamers took

(Continued on Page 16)

Through Our Plant with the Candid Camera

- 1—Raffael Paolucci, Nellie Winskas, and Helen Dauksiewicz in the Solid Fibre Finishing Department of No. 1 Box Shop. The two girls are operating the Stapling Machine, and Paolucci ties the finished bundles of cases.
- 2—Louis Coburn at work in the Block Room, Flooring Plant.
- 3—William Duquette operating the Seybold Cutter at the Printing Department at No. 2 Box Shop.
- 4—Trim and Waste Stock must be promptly taken care of at No. 4 and No. 5 Paper Machines. Here is George Smith emptying the stock down the chute, where it will be picked up and carried to the beater to be used over again.
- 5—Frank Whitehead, East Walpole electrician, deep in thought.
- 6—Anthony Samson finishing bundles of Shipping Cases at the No. 1 Box Shop.

With the Candid Camera



BIRD'S NEPONSET REVIEW

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In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

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*Initiative is doing the right thing without
being told.*

Frederick H. Hird

IT is with deepest regret that we record the death of Mr. Frederick H. Hird, Director of the Company, who passed away on Friday, May 28 at his home in Longwood Towers, Brookline, at the age of 64.

Mr. Hird had retired from active service on May 3, because of poor health, but had recovered sufficiently so that he expected to be able to continue as a Director and in an Advisory and Consulting capacity.

On May 1st, he had completed twenty-seven years of service with Bird & Son, and during those years had endeared himself to all who had worked with or for him. His outstanding success first as a salesman and for many years as an executive, came as the result of a genial and forceful personality which was apparent from the first moment one met him. As Vice-President E. H. Bartlett recently said, "he possessed the unusual faculty of being able to tell you you were wrong and make you not only agree with him, but like him for it." His sense of justice and fair-dealing was unusually clear. In every way he displayed the highest type of executive leadership.

He is survived by his wife, Mrs. Myra Hird, two brothers, Leonard Hird of Hull and Allan Hird of Southport, Maine, and a sister Mrs. Cassie Graves, also of Southport.

Funeral services were held at the Church of the Holy Spirit, Mattapan on Tuesday, June 1, and burial was in the Milton cemetery.

To his family we extend our deep and sincere sympathy. The loss to the company of a most capable executive is a great one; there is an even greater loss to those who knew him personally, in the passing of a friend who was respected and loved by the entire organization.

Paper Mills Win State Recognition

BECAUSE of their fine accident record during the first quarter of 1937, our Paper Mills, including the Maintenance and Engineering Divisions, have been named Group Leader in the Paper Mill Unit Section of the Massachusetts Industrial Accident Reduction Contest. This signifies that we have established the best record in our Division for the first three months of 1937—and because of this record, we are entitled to display a large green and white banner, which has been presented by the Massachusetts Safety Council. This banner is being hung for a time in each of the Divisions whose good safety work has helped win the distinction.

Congratulations to the Paper Mills. We hope other plants can win similar honors in the future.

Industrial Jobs at 1929 Peak

NO news is as welcome these days as news about new jobs.

And a survey recently made by the National Association of Manufacturers showed that employment in the manufacturing industries had reached the levels of the boom year of 1929.

Eleven million people were on the payrolls in various plants and factories as of April 1, 1937, according to the survey. This meant that since the bottom of employment was reached during the 1932-1933 period, 3,310,000 persons had found jobs.

A shortage of skilled labor in manufacture becoming more apparent every month, was another startling report from the Association.

It was pointed out by the Associa-

tion that with the strides which have been made so far and the indications for the future, talk of a permanent unemployment problem of big proportions was "folly."

The Association went on to remark, however, that the perplexing question of today is not only one of re-employing those on the relief rolls and those who are unemployed but to find out how many unemployed actually exist. Expenditures for relief could then be curtailed if unemployment figures are lower than now estimated.

—National Association
of Manufacturers

Louis A. Lance

IN THE death of Louis A. Lance, on May 4, in Chicago, Bird & Son lost one of its finest and most loyal workers. Mr. Lance had been in failing health for nearly two years and during the past few months had been able to be at work only occasionally. Burial was in Pittsburgh, Pennsylvania, his former home. He was sixty-six years old.

In the early days of the Roofing Industry, Mr. Lance learned the business as one of the original employees with Capt. Barrett of the Barrett Roofing Company in Pittsburgh. Later he and his sons ran a Built-Up Roof Contracting business for a number of years. He came to Bird & Son in August, 1920, and for many years was master mechanic at our Chicago Plant.

Bird & Son never had a more loyal worker than Mr. Lance. He was ingenious, he knew the roofing business thoroughly, and was most loyal in all his dealings. In the seventeen years with us, he never once failed to do the thing which was best for the interests of the company. Long hours, personal inconvenience meant nothing to him, if there was work that needed to be done.

Three of his sons, L. F. Lance, R. J. Lance and J. N. Lance now work in various departments of the Chicago plant. To them and all his family we extend our sincere sympathy and express our sorrow in the loss of a fine friend and fellow-worker.

Hospital Notes

Americans Are Not

Posture-Conscious

AMERICANS as a nation are not conscious of the need of good posture. Natives of foreign countries notice his defect before almost anything else; Scandinavians especially are definitely posture-conscious and are aware of the fact that they may enhance their charm and the beauty of their bodies by assuming correct posture. Dr. Frank H. Krusen wrote in this topic in a recent issue of *Hygeia* in an article called "Willie, Pull Your Stomach In!"

The author outlines five important rules for developing good posture. They are: 1. Walk with your feet pointed straight ahead. 2. Roll your hips under. 3. Raise your chest up. 4. Try to stretch the back part of the top of your head toward the ceiling. 5. Walk, stand and sit as tall as you can.

Among the most faulty commands commonly given are "Throw your shoulders back" and "Throw out your chest." These often bring the person into a strained and unnatural position which is entirely incorrect. The correct command is rather, "Raise your chest up." The ribs become more widely separated, the chest comes out in a normal position, the whole spine straightens out in the effort to stretch upward, and the shoulders take care of themselves.

Admonition May Be Nag

In training children the parents' admonition to sit or stand straight more often becomes a negative nag than a positive persuasion. Parents themselves should first learn something about correct body mechanics and then teach their children good posture by persuasion and encouragement, by desire for emulation and by the desire for achievement.

The pelvis, or large, ringlike bony structure to which the thigh bones are joined and from which the spine extends upward, is frequently tilted forward because of bad postural habits. If the child can be taught to contract the buttock muscles downward so that he pulls down the back of the pelvis, and to contract his abdominal muscles upward so that

he pulls up on the front of the pelvis, he will straighten out his spine.

There are many contributory causes of poor body mechanics, such as improper chairs, improper clothing, faulty body development, poor nutrition, rickets and various other diseases. But the main cause remains bad postural habits. The proper method of improving habits of posture is systematically to give the child or adult with faulty habits instruction in the correct ones.

Educational Activities

COURSES have been offered this season in eight different subjects with a total enrollment in all classes of 161.

The largest class was that on Personal Problems and Work Efficiency conducted once a month for eight months by Professor Harry Newton Clarke. The enrollment in this class was 50.

Seven lessons on gardening enlisted an actively interested group of between 15 and 25 people.

Ten lessons on Ediphone, Electric Typewriter and Punch Operating for International Business Machines were taken by 11, 11 and 5 people respectively. Four lessons on operations of Monroe Calculating Machines were given to a class of 10.

Two different courses in knitting were given, both consisting of ten lessons with 25 enrolled in the first course and 20 in the second.

Fourteen persons attended thirty lessons in conversational French.

Unusual interest was shown in all of these courses and the Educational Committee is already planning more courses for next year which they hope will be even more interesting.

First Aid

WE take pleasure in printing below those who completed our First Aid Courses given during the past season:

Standard Course

Name	Department
Jean Angus	Mill Office
John A. Bandonis	Storeroom
Mario A. Boragine	Boiler Room
Margaret Delaney	Cost
Amos T. Dixon	Shoe Carton
Laura C. Farris	Cost
Leroy Fullerton	No. 2 Box Shop
Edward J. Heaver	No. 1 Box Shop
Carroll Homan	Beater Room
Paul Knight	Beater Room

Helen E. Makarevich
John H. Murphy
Thelma Patton
Dagmar C. Peterson
John J. Sigemund
Albert W. Smith
Henry M. Smith
Henry L. Treen
Nellie P. Winkas
Howard Young

Credit
Accounting
Roofing Sales
Main Office
Flower Pots
Credit Union
Shoe Cartons
Finishing
Solid Fibre
Flower Pots

Advanced Course

Hermon T. Barker
Nelson C. Bartlett
Curtis G. Boyden
Louis Coburn
F. Roy Cooper
John DeCosta
Russell O. Ferguson
Albert F. Gilmore
Walter H. Hartig
Ralph P. Hildreth
Paul M. Hunt
Charles J. Makarevich
Perley H. Mudgett
Herman Nordstrom
Frank W. Nyborn
Ernest W. Oakes
Kaino Paajanen
Charles E. Rafuse
Harold F. Smith

Laboratory
Roofing Maintenance
Electrician
Block Room
Pay Roll
Finishing
Block Room
Laboratory
Printing
Print Machines
Flower Pots
Accounting
Stock Handling
Paper Machines
Laboratory
Stock Transfer
Flooring Office
Maintenance Office
Roofing Boiler Room

Golf News

By Charles Sumner

ENTHUSIASM is running high in the men's golf league. Sixty-four members have signed up for the league matches which began May 4. Members have been divided into two teams, Eagles and Birdies, and each team has been divided according to classes to make the competition interesting for everyone.

Results of the first two weeks' matches show the Eagles with 39½ points, leading the Birdies, who have garnered a total of 26 points.

Several handicap tournaments are planned in addition to the weekly matches, and the first of these will probably have been held before we go to press.

The girls have shown a lot of interest in the game this year, and many of them are signing up for weekly lessons with Marty Keane, as well as playing in the regular Saturday morning tournaments. A girls' league has also been organized along the same lines as the men's league, with matches being scheduled for Thursday evenings.

For Sale

Tomato Plants—15c a dozen. John Baer, Marglobe, Pritchard. All good brands.

Herman Nordstrom, DMP3

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
Leo Salonen

Dorothy McEleney
Helen Curran
Sophie Eppich
Ruth Milliken

Pauline Ransow

Joe Johnson, Roofing Correspondent, had a very sad experience at the French Casino, New York City. The floor show was so good Joe took some choice pictures, but before he left the show the films were stolen. Too bad, Joe.

During the past month we had the very enjoyable and unusual privilege of seeing Mr. P. H. Bailey's motion pictures taken during his recent trip to South America and through the Strait of Magellan. Mr. Bailey took nearly 2000 feet of beautiful colored film and did a real professional job in the taking. His kindness in showing them on two different nights was very much appreciated.

We welcome David Hill to the Flooring Sales.

We were sorry to have Bob Turner leave us, but wish him the best of luck on his new job with Procter and Gamble in New Jersey.

Best wishes to Dagmar Peterson who left us on May 14th to be married to Ye Editor. The wedding is to be at her home on Saturday, June 5.

The boys in the Mail Room took Wes! Wes! Pierce into the "big city" one Saturday. The way he acted we believe that it was his first visit to Boston. He wanted to know why they built such high buildings. Tsk! Tsk!

Our Own Fred Astaire

Maurice Godfrey has us speechless from his dance routine in the Minstrel Show. Fred Astaire has nothing on the Mail Room now, eh Maurice? Incidentally, who was the friend you brought? How about an introduction? The boys in the Mail Room are simply "ga-ga" about her.

We hear Ward Gowing in the Mail Room is going to take his vacation in December so he can go ice fishing. Why not spend a few weeks at Suffolk Downs?

Kathryn Broderick motored to Washington with a group of friends over the 19th of April to enjoy the beautiful display of cherry blossoms and other points of interest.

We received the following memorandum from Philip Vrooman too late for the last issue—Born: March 21; Name, Philip Egmont Vrooman; Weight, 8 lbs. 6 oz.; Appearance—at birth, not so hot, but is now showing signs of favoring his mother and developing into a very pretty baby.

By heck, by heck!

Us gals in Flooring Sales along with others throughout the organization are taking our golf pretty serious these days. You bet we all think we are in Babe Didrickson and Helen Hicks class now.

Bill McEntee has taken up golf and is quite a golfer. He drives 250 yards and then loses the ball.

Did "Duke" Geraghty tell you about the new horse he has? A 12 to 1 shot.—His name is "Noon Hour."

Among the more able gardeners in the Stenographic Department are Mrs. Kennedy and Margaret Sheehan. What these two know about planting and taking care of a garden would fill volumes.

We have three new personalities in the

Stenographic Department—Agnes Novick, Helen Linde and Merle Belcher. We cordially welcome them all and hope they enjoy working with us.

Gertrude Brady recently made a visit to the "Big Town" for the week-end.

Why hasn't Barney Geigle been to Foxboro lately? We are of the opinion that M. A. still finds the "rumble" a little chilly.

Style—And How!

Leave it to the messengers to set the pace in style for the he-males at Bird & Son. Last week, one morning, the girls in the Stenographic came into the room only to be blinded by a bright red glow. Investigation proved that it was only our messengers (Barney, Duke, Ward, Maurice and Bud), every one of them, wearing crimson ties with large white polka dots. We wondered what they were going to do to top Maurice's bright orange and bright red sweaters, but only time will tell what Maurice will show up with next—what with his Harvard haircut and all.

That vacation argument is on again!

Four girls from Bird & Son, whose names will not be disclosed, journeyed to Boston not long ago to "enjoy" a Turkish Bath. Well, they had it; but nothing has been heard about whether they plan to go again or not. My, my, girls, you aren't going to let a little thing like that get you down, are you?

Well, they've finally gone and done it! The messengers have a new streamlined bike. **FOR SALE:** An antique bicycle in good condition for its age. It has two tires that won't stay up, moveable handlebars, no brake, a few missing spokes and a seat that falls off occasionally; otherwise in excellent condition.

On the 18th of April, Charlie Sumner gave a housewarming at his new home on Washington Street. Many friends attended, and all agree that it certainly is the latest thing in style, comfort, and convenience—even to the sliding screen in front of the fireplace, which works like a pair of curtains on a curtain rod.

WANTED: A competent person who would like the job of watering Charlie Sumner's lawn for him every evening. It's really quite a novelty.

Laryngitis certainly can hinder the progress of a great dramatic actress—or at least can give her some anxious moments. Never mind, Dorothy Allen came through with flying colors and we'll bet 95% of the audience never knew she had been ill.

If you are looking for a pal who is ready, willing and able, Anne White is the girl. She is ready for a week end motor trip at an hour's notice.

Lillian Gardner enjoyed the bright lights of New York on a recent week end visit.

Nellie Shergals, Mary Concon, Velma Cobb, Agnes Flood and a friend from Norwood journeyed to New York and Washington over the April 19th holiday. They "did" both towns, and in Washington were lucky enough to meet Senators McAdoo and Walsh. Senator Walsh conducted them on a tour of the Senate Office Building, taking them to his own office and to various sections of the building not ordinarily visited by the public.

Anne Rozuck says she knows just what Hollywood is like now, after posing under the big lights the day pictures were taken of the Credit Union. This being a movie star isn't all it's cracked up to be, what with the publicity and all.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

Red MacLeod missed the Coronation this year, but he says he is going next year!

We are glad to hear that Karl Osterland is on the road to recovery and we hope to see him back to work soon.

Four Girls from the Office and a friend went to Washington over the April 19th holiday. Here they are just starting out. Left to right — Jean Bush, Velma Cobb, Agnes Flood, Mary Concon, and Nellie Shergals.



We would like to know what Maty aughton and Frannie Bannon are digging at big hole for up on Bird Street.

We hear that "Crusher" Brennan has signed for a match with "Dazzler" Reardon. Tickets will be on sale shortly. For further information see "Crusher's" Manager—Charlie Grover or "Dazzler's" Manager—Andy Urubart.

Overheard at the Minstrel Show Thursday night—

"Hello, Beebe, that's tough about the lindenburg!"

Beebe: "Gee—yeah! that's all right!"

Looks like somebody was taking about something else.

The Horseshoe Pits are getting lots of use now, since the good weather has arrived.

We extend our congratulations to Emil Jeggund on the birth of a baby daughter.

ounds Fishy

There is a sardine eating contest going on at No. 2 Paper Machine. Walter Bisdneck is leading, with Harvey Batten right at his heels. We are all glad to see Ed Hardy back to work again, after having his "pendix" removed at the Norwood Hospital.

Kimble McEwen has a new Chevrolet.

ead us to it!

The Paper Makers' Social Club are beginning plans for another good old Clambake.

We wish to welcome all the new men seen around the Paper Machines and hope they will have a long and enjoyable stay with us.

Phillipsdale, R. I., Mill

xford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

At the last fire drill Charlie Anthony and some of his company mistook the drill for baseball practice and ran around the mill three or four times getting themselves in condition. No harm was done as the site of the fire was eventually found.

Lewis Jennings has been accused of having beauty naps during the noon hour but we find out that he is really putting himself in condition to be wide awake at those Bingo games he attends in Fall River where he comes within a few numbers of winning a thousand dollars every once in a while.

Talking of beauty naps, they tell us that Jack Smith got started in a car one noon and almost woke up in Walpole.

Jack Reynolds has been elected captain of our newly formed soft ball team in the East Providence B League. We expect to have a lot of fun out of it, at least. Several of the boys have been practicing a little too enthusiastically and lame arms and legs and stiff backs have been rather prevalent.

ow about it, Walter?

Speaking of sports, it is about time for Walter Gill to start in on his fish stories.

Some of the men in the yard have started a bowling team. We hear some are good and some not so hot.

Bill Callan has been accused of turning his clock the wrong way when daylight saving started. He vigorously denies this but on the other hand we can't help but consider the fact that he was late that morning for the first time in fifteen years.

summer sports

Ed Vatcher has started his swimming early this year having had his first tryout in the cool clear waters of the settling tank. From what we hear it will be some time before he tries it again.

We are all congratulating Eddie Collins on his marriage on April 9 to Miss Doris Sadler in the Church of the Messiah in Providence.

Box Factories No. 1 Box Shop

John P. Walsh
Earl Boyden

John Phelan
Helen Sironka

Sigurd Gustafson

The Combiner Room welcomes the following new members—Michael Thornton, James Donahue, Frank Norbut and Timothy Sullivan.

FOR SALE

One good pair of snowshoes. Apply to Gus Hogan. Gus decided not to use them on the soccer field any more.

What's this we hear about Wanda Walauke-vich? Seems as though Cupid's dart has made another hit. Hm-m-m-m—this goes on and on.

It looks like Bullet White has joined the ranks of the divot diggers.

Congratulations!

Henry Dowdie is going places lately for he has been elected Vice-President of the Boston Combine, this State's largest pigeon organization.

Jim Ellis' new baby is in the hospital recovering from a severe attack of the whooping cough. We hope she gets better soon, Jim.

Tom Paquette took in the circus recently and reported a fine time.

Sammy DeChellis spent his vacation on his farm. For the first year in the last ten he came back to work without any scars or bandages.

We understand that Betty Kugel has decided to spend her vacation in Bermuda. Hot dawg!

Helen Daukewicz spent a few days in New York recently and tells us she enjoyed the trip immensely, especially the New York males.

Raffael Paolucci was struck by an automobile as he stepped off the Eastern Mass. bus. He lost two weeks, but is back to work again.

Mary Lestan is our newest recruit. Welcome to our happy family.

Latest daddies here include Jim Mulvehill and Amos Hilton. Neither one of the boys can wear a vest now.

Is it true what they say about Bennie Palleiko? Who is she Benny?

Sam Hunter recently attended a wrestling match in Boston. We notice it takes a Scotch wrestler to get his fellow countryman to take the elastic off the old bank roll. Sam says he spent a very enjoyable evening. He paid 50c for the seat and borrowed a pair of field glasses.

Larry Hassler went and done it. He is now at home on Linden Street, Norwood. Congratulations, Larry.

No. 2 Box Shop

Mary Bellew
Josephine Rose
Edward Bothwell

Alice Brady
Alma Walsh
Rose Ruggiero

Frank Eisenbauer

Michael Sadoway spent the week of May 16th in Maryland on his vacation.

Hokus Heikkila wants to know (and so do we) why he is so popular with the girls.

Luigi St. Cyr is the proud daddy of another baby boy weighing 8 pounds.

Frank Eisenbauer stole away on Saturday, May 15 and was married to Mrs. Gladys Schmidt of Norwood. Congratulations and best wishes.



Maureen, Jackie, and Billy, three wide-awake children of William Murphy, No. 1 Box Shop Shipper. The picture was taken by our Safety Inspector, Frank Fisher.

Roofing Mill and Office

George Lane
Stanley Phillips
Edward Hiller

John White
Harold Mattson
Tony Richardi

Dave Bader has quite a family—and all of them are ardent baseball players.

We are sorry to learn that Mrs. Bartholomew Murray is having such a long seige of sickness. Eric Jansen is about to be another victim of matrimony. We wish him the best of luck.

Admiral Stanley Jurglevich and his crew of seven are about ready to launch their fifty-footer any time now. Don't get lost at sea, Stan.

Francis McMahon is set for another enjoyable season at Swift's Beach. From what we hear, it must be quite the place. Incidentally, Francis just spent his vacation there.

George Smith, so it is rumored, is also making Swift's Beach his summer resort. (Well, we guess Pals will be Pals.)

Luigi Cicolani is recuperating from an operation.

Joe Guertin claims the finest view of the Roofing Plant from his kitchen window, and while we are in the kitchen, Joe says his mother makes the best tomato soup in the country.

The millionaire class has just opened its arms to Johnnie Korsun who has completed building his own shack in Stoughton. When is the housewarming?

Anybody want a good long shot in tomorrow's races? See Scoop Percy.

John Marcellus is seen down around Castle Island these warm nights. Wonder what he is doing so far away from home?

Did Leslie Forrester ever tell you about the night last summer when the mosquitoes were bothering him so that he got up in the middle of the night and shot the heads off every one of them?

George Smith spent his vacation fixing his new to him home which he bought in Canton

One for Ripley

Patrons at Nelson's will probably never get over our two Lotharios, Maxie Rabinovitch

and Ted Piczonka. As the story goes, the boys were there in all their warpaint giving the girls a break by dancing now and then. Suddenly a ravishing beauty walked in and after a few minutes sang a song. Our two heroes made a concerted rush over to her table and requested a dance. From then on all was serene with Ted leading slightly for the lady's favors. Came time to go home. Max implored the lady that he be the favored one, but no, Ted was her man. Ted, with pardonable pride proudly proffered his arm, but suddenly with a loud guffaw the lady stood up, snatched off her wig, and then *he*, who had been the ravishing beauty, walked outside to a waiting car and vanished into the night!

Nelson Bartlett and family are vacationing at Moosehead Lake.

Nicholas Santora and Louis DeBaggis are driving new to them Chevrolet cars.

We extend our sympathy to Harold Smith in the loss of his mother.

Tony Utorka's father and mother celebrated their 25th wedding anniversary last week at their home. Over forty people attended the party.

If anyone has any old chair hanging around the house which he wants to get rid of, call Everett Jarvis.

We wonder why it is that John Bailey is always so well dressed coming to and going from work.

John Pratt has purchased a house on Pleasant Street, East Walpole.

William McLauchlan and Vito Carchedi are out on vacation.

We all sympathize with Raymond Bearce in the loss of his wife. She died after child birth, leaving a baby son.

We are expecting Jack Taft back to work before long.

Congratulations are in order for Andrew Betro. The stork paid his home a visit.

Up and at 'em, Boys!

With the inter-departmental baseball league starting for the summer, all eyes turn to the Roofing Plant which has copped the banner twice in succession. There are only four teams competing this year, which ought to make it that much simpler for the Paroid lads. Their first game is scheduled for the 25th of May and a large crowd of fans is expected to attend. Good luck, fellows, go out and knock 'em over and bring home that rear end hunk of pig.

Good old Joe McGregor has finally forsaken his first love, soapstone on No. 7 Machine, and has transferred his affections to the Insul Bric Department.

John Graney has returned from the Faulkner Hospital and is doing well following a painful operation.

Paul Sansone and Henry Grover are sporting new to them Plymouth cars.

Nelson Bartlett has purchased a new Chevrolet.

Johnnie McDonald is fast becoming the radio king hereabouts. If one doesn't suit him, he immediately buys another. This might go on forever.

The Roofing Mill seems to be a prolific producer of Champions. Last summer we won the Baseball Trophy. This winter our hockey team weathered another undefeated season. Last, but not least, the FBI Bowling team blasted all of its opposition to pieces and was crowned as the Champion team of 1937.

Malcolm Davis who has been with us the past three months has left to assume his duties as Chief Chemist in our new Shreveport Plant. We wish him the best of success.



Lifting the second of the two big stills into place at our Norwood Roofing Plant. The transportation and installation of these huge tanks required a great deal of care and skill. Taken by E. L. Lincoln.

Francis McSwain, one of the members of the Minstrel Show cast, has adopted the gait which he used in the show.

Max Rabinovitch, a gay young bird in our Lab., was selected as the hero in the motion picture entitled "The Roofer." This is quite a come down from his former Shakepearian roles.

Frank Reynolds, Chief Chemist, has just returned from a visit to our Shreveport Plant.

Teddy Piczonka, hero of the recent Minstrel Show, has recently purchased a brand new Chevrolet. It is with great sorrow that he is parted from that "Gem of the Highways," that little buggy which carted around many a lovely wench.

Flooring Mill and Office

Tom Rogers
Angelo Macchi

Thomas Paquette
Laurence Gammell

Leon Zinkowsky

Bennie "Upstairs" Capone is taking weekly dancing lessons. We soon expect Bennie's name in bright lights on Broadway or possibly he will be a leading man for some West Coast studio, for Bennie is quite a "he man."

We were pleased to read in a recent issue of the Norwood Messenger that Ralph Nutter's daughter, Ruth, was crowned Queen of the Senior Prom, on May 14. This is the first time in a number of years that this honor has been given to a brunette.

Absent minded Abner

He walked into the locker room, opened his locker, put his hat on a hook, reached under his arm—and found nothing there. Startled by an undertone of muttering, we heard a "...!!!*****???. I forgot my lunch!" We guess it's excusable for Swifty Pearson since it happened in April, when a young man's fancy lightly turns to thoughts of . . .

A serene silence prevailed over the Undercoat department, not a single noise except the whir of machinery, an almost unbelievable state of serene peace. . . . Yes, you guessed it, Bob Wilson had laryngitis!

We understand that Dewey Beach's dog is quite human. The dog bit Dewey's boy one day and while Dewey was in the doctor's office with his boy, the dog felt so cussedly mean that he attempted to commit suicide by letting down the brake of the car which rolled down hill and crashed into a stone wall.

Happy to say, no one was injured, but by the time this note is read perhaps the dog will have reached his happy hunting ground, or wherever it is that dogs finally end up.

The news is out that Wallace MacDonald is about to leap into the sea of matrimony. Here's hoping that it will be an everlasting calm sea, Mac, and a pleasant voyage.

Drat them Cops!

Wilho Waukhonen has learned that the arm of the law is long and stretching. It reached right out and plucked \$5.00 out of his pocket one day. By now Wilho should know that haste makes waste.

Leon Zinkowsky wishes to thank the boys in his department for the beautiful camera which they presented him. He says he will take a picture of anyone that wants him to, but they will have to buy the film and pay for the developing.

We wish to express our sympathy to the family of John Connolly, who died April 5. Mr. Connolly had worked eleven years in our Flooring Shipping Department and was respected as a hard and faithful worker.

Chicago Mill and Office

Gladys Davis
Raymond Gusick

Edward Stadt
E. G. Mantreuffel

Keeping up with the times

Several of the girls in the Chicago office have had "coronation" permanents.—Long live the kink!

A new wrinkle

B. J. Overholt seems to be the last word in the care of autos. Reports are that he, when desiring to change the oil in his car, drained the transmission.

From a Baton Rouge paper

"Eight students, four boys and four girls were cited by the judges as the best individual debaters. They were Robert Peterson, etc." (Robert is the son of our R. D. Peterson.)

Plus and minus

The Sales Service Division has several new names added to its roster. They are Miss Ann Doodly and Mr. Al. Berglund.

Mr. Fred Robie of the Sales Correspondence Department attended the sales meet-up in Shreveport. He is preparing to take over the correspondence department for that office just as soon as they begin operations.

F O A B, candidates for

R. K. Smith and Mahlon Parker celebrated the sixth anniversary of their 21st birthdays on May 19 and 18 respectively.

Koerbel treated the entire office to a 10 pound box of Fannie May candy—or did he?

A good point

After attending the flower show held at the Navy Pier Alice Corr says she's positive there's one place they won't have a sit-down strike—The Chicago Cactus Association.

It's all in fun

Who is it at Walpole when he comes to visit us at Chicago wears such cute blue rompers?

Visits, etc.

Barney Soward of Chicago and Wes Ahlgren of Walpole made a trip south together, and Laurie Wright came "west" stopping at the Chicago office for a short visit. Mr. Hanna was another we were glad to see.

We also had the pleasure of seeing Mr. Westcott for a few minutes a short time ago too.

Joe Erker spent several days with us in April.

Our only regret is that we can't see these folks more often.

Thanks to Al Bohnenberger

We were given some interesting entertainment one noon by the showing of movies of the Hindenburg disaster. The picture depicted its maiden voyage, and the landing on its last trip—as well as the terrific blaze.

Lay Young

He's the newcomer to the Chicago office reported from East Walpole. Thanks a lot, Walpole.

Baseball

Team in general—in the pink.

Weather conditions—not so hot.

Practice—every noon.

Prospects—very good.

The first (and we hope last) casualty this year was the spraining of Roland Altman's finger.

Poor li'l fella

Due to the fact that R. K. Smith has been losing so much weight recently, the Sales Correspondence Department deemed it advisable to send him away for a few weeks lest he have a nervous breakdown. He was the early bird on the vacation list. He just returned from a trip to Pittsburgh, Harrisburg and points east. While in Pittsburgh he attended the funeral of Mr. L. Lance.

Famous last words

W. Shucks!

It looks as if Fuzzy put his foot in it this ear on the baseball situation. He made a few statements to Donald Bowman and Ralph Busick that he regrets.

An answer to this statement is wanted—

Spot me ten, and give me two cents, and then I might have a nickel."

We understand that Herbie Schrieber is going to tie the knot on June 12.

Our March of Time—Joe Voltmer working in the Shipping Department.

Donald Bowman gave up Ping-Pong—the season, J. C. Cozzi beat him a game.

It looks as though the office really wants to win a game of ball. Watch them at lunch hour.

We are happy to see Bob Julian up and around, and hear that his hand will be as good as new.

We wish Pete Peterson all the success in the world on his new job, and happiness in his new home.

Andrew Julian has entered his bid for Chief Cook while the present cooks go on their vacations. He also bakes cakes. Oh, cookie!

Old "98" claims that the Special Hex are much too heavy, and there are too many left handed boards.

Hot off the press—Ollie Jones lost his title of the World's Best Liar. He was defeated recently by Officer Hasch. Ask Officer about it.

The entire organization joins in expressing its sorrow over the death of Mr. Louis Lance on May 4.

1 and the Brighton Shamrocks 2 to 1. Sao Miguels, league winners, defeated Bird & Son 2 to 1.

In the State Cup Championship Series, Eastern semi-finals played in Somerville on Sunday, May 2, the Somerville Soccer Club was held to a 2 goal tie, and in the replay at our Athletic Field in East Walpole on Sunday, May 9, Bird & Son defeated Somerville 2 to 1, and entered the Select State Circle as Eastern finalists. On Sunday, May 16, we were defeated by Clan MacGregor at Quincy 2 to 1. This leaves Clan MacGregor and Cremio Lusitania of Springfield to meet in a 2-game final to decide the championship of this State, New Hampshire and Maine.

Tommie Wood, former captain of the Providence big league team, winners of New England Division of the American League, joined Bird & Son and is playing a powerful game as half back. William H. Golden, premier center forward, formerly of St. Michaels of the American League, now with Bird & Son, and his St. Michaels partner, Robert Ellis, are ready to give added strength to the remaining games of the season.

Minstrel Show Party

MEMBERS of the cast and committees of the recent Minstrel Show journeyed to the Wrentham Show Boat on the night of Tuesday, May

25, for a dinner party and an evening of dancing, given to them by the Bird Club Council in appreciation of their splendid work.

The entire "upper deck" of the boat was reserved for the party.

A full course turkey dinner was served at 7 P. M. and the rest of the evening was enjoyably spent in dancing.

Mr. Andrew J. Dinegan, Director of the Show and Mr. Wesley A. Beaulieu, President of the Club, were special guests of honor.

Acknowledgments

We gratefully acknowledge with sincere thanks your flowers and kind expressions of sympathy received during our recent bereavement.

Helen O'Kane and family

Thank you with sincerest appreciation for your flowers and kind expression of sympathy.

The Linnehan family

We wish to thank you for the beautiful flowers sent to us in our recent bereavement.

Mr. and Mrs. Elmer Bursley and family

I wish to thank my friends at Bird & Son, inc. for the flowers and the kind expressions of sympathy during my recent bereavement.

W. R. Bearce

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

The Troiano family

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mr. and Mrs. B. L. Harrison

We acknowledge with grateful appreciation the kind expression of your sympathy.

The family of the late Thomas M. Graney

Striking Night Photograph of the Merchandise Mart, 222 No. Bank Drive, Chicago, on the thirteenth floor of which will be our new Flooring Office after June 1.



Soccer Notes

By John H. White

OUR Soccer team has played six games since the last writing, winning three, tying two and losing one. In the Boston and District League game, we defeated Revere 7 goals to

Pioneer Days at Bird & Son

(Continued from Page 8)

the place of the old square riggers, grand bank fishermen and the coasting vessels and the cordage companies had to change their business to meet new ideas and new commodities for the use of ropes, then this old fashioned raw stock for us disappeared and with the introduction of new wrapping paper chemically treated and much thinner than we could make, the finale of this product was consummated in 1910.

A close relative of the Tarred Hardware Wrapping Paper was Rocket Paper which we are still making today but using a different formula to obtain the old appearance and are still selling it to some of the old Pyrotechnic manufacturers who use this paper for making their best sky-rockets and roman candles.

Up to the early 80's the standard building paper was rosin sized sheathing and the waterproof paper at that time was a tarred roofing paper sometimes used as temporary roofing on barns, sheds, chicken houses and small outbuildings as well as for sheathing purposes. We never made any tarred roofing paper in those days but had the name of making the best and highest grade of rosin sized sheathing for use under shingles, clapboards, around windows and doors, which commanded the highest prices at that time from $3\frac{1}{4}$ to $3\frac{1}{2}$ cents per pound. We were also making at that time what was known as No. 1 and No. 2 dry rope papers, very strong, well made, highly sized, actually would shed water for some time when exposed to the elements.

In the old Tavern Building, which was located where the present Triangle Building is today, was carried on in a commercial way the saturating of the first Neponset Black Building in 1885, using as a base the rosin sized sheathing and naming it Neponset Black Waterproof Building Paper, taking the name from the Neponset River on the banks of which the mill was located. We believe this was the first water-proof building or sheathing paper made where the saturant used had no tar in its make-up. For 20 years or so Neponset Black was a thoroughly saturated sheathing paper with a more or less dull finish, then we started not only to saturate but

asphalt coat both sides, making it the most waterproof and impervious to moisture of any similar paper made, and it is still going strong.

Shipments Delayed By Hard Cider

A few years later this same feature was made into a high grade cold storage insulating paper known as No. 1 and No. 2 Ko-sat Insulating. Opposite this Tavern Building and our office, stood an old barn which housed a few of the mill trucking horses and a leanto attached was used as the first storehouse for the waterproof roofings and building papers. Some of the very first shipments were carted over the road by Lewis Holmes of North Sharon to the Boston hardware dealers and he brought back paper stock, mill supplies and groceries for the general store-keeper, John F. Freeze. Holmes was a great imbibor of hard liquors. One particular lot of Neponset Black was loaded on his team one afternoon for delivery the next A. M. There was one telephone in the office and I remember being called to learn that Holmes had not shown up, so we started a tracer on horseback and found him stranded on a woods road with a gallon of hard cider. After revival, he made de-

livery the next P. M. and the order was saved.

Mr. Samuel Bird was first in charge of all of the waterproofing work getting his instructions from Charles Sumner Bird who really started his experiments on the kitchen stove at his home. A piggery in the mill yard near the old blacksmith shop was covered with the dry red rope paper which was made in the lower mill or what is now the Hollingsworth & Vose Company mill. That piggery roof proved even with the dry rope paper very waterproof so Mr. Bird thought of his saturated Black Building. Why not treat this dry red rope with a high grade paraffine wax saturation and thus make it a real outside roofing and so Neponset Red Rope Roofing was born in 1886. One of the first steps to improve this roofing was to combine in 1888 an open mesh of a thread weave in the center of the red rope paper as it was made on the paper machine, then treating the weather surface to a coat of paint, but this wasn't successful for after exposure to the weather, expansion and contraction of the paper and threads varied causing a great mass of buckles and wrinkles.

(To be continued)

In helping move a truckload of rolls in the Flooring Finishing Department, John Vaikasas inadvertently let the front wheel of the truck run over the toe of his left shoe. This would have been a bad lost-time accident, as the load weighed 2700 lbs.—but John was wearing Safety Shoes and was not injured at all. He later consented to pose for this picture, illustrating how a bad accident was prevented by the wearing of the proper shoes.



Bowling League

Holds Banquet

ON Thursday, April 22, the Bird Club bowlers gathered at Holman Hall, Norwood, for one of Holman's famous turkey dinners, after which prizes for the Season were awarded to the lucky winners by Mr. B. D. Rogers, Director of Personnel.

The Insul-Bric Team won the championship of the two leagues, and the Roofing Granule team won first place in the American League, thus making both champion teams from the Roofing Plant this year. The standing of the teams, the individual winners, and the ten highest bowlers for the Season are listed below—

High Individual Three String—Angelo Di Flaminis, FXR, 365.

High Individual Single String—Ernest Jaciorkowski, FFM, 158.

High Team Three String—FBI, Insul Brics, 570.

High Team Single String—FXR, Shoe Cartons, 570.

National League

Department	Won	Lost	Percent
BI—Insul Brics	41	19	.683
BP—Roofers	38	22	.633
FN—Undercoaters	36	24	.600
MP—Paper Machines	28	32	.467
M—Maintenance	24	32	.429
C—Cost	23	33	.411

FFV—Flooring Shippers	23	33	.411
FBV—Roofing Shippers	1	43	.023

American League

Department	Won	Lost	Percent
FBW—Granules	45	15	.750
FXC—Combiners	45	15	.750
FXR—Shoe Cartons	32	24	.571
FBN—Roofing Samples	33	27	.550
FXB—Tack Boxes	30	30	.500
FBF—Roofing Finishers	28	28	.500
FFM—Flooring Maintenance	21	39	.350
FFP—Flooring Prints	12	36	.250

Ten Highest Bowlers

Name	Dep't	Total Strings	Average
Angelo Di Flaminis	FXR	30	108.18
George Abbott	FBP	36	101.22
William Percy	FBW	36	101.12
Samuel Di Flaminis	FBF	36	101.10
Charles Malouf	FBW	45	101.10
Earle Higgins	FFP	33	100.19
Guy Hoyt	FXR	24	99.0
Fred Turco	FBI	45	98.43
Edward Knaus	FBN	33	98.31
Richard Sprague	FXC	30	98.28

Bird & Son Enters
Old Town League

By Ernest W. Oakes

THE Bird & Son Athletic Association has joined a newly formed league consisting of Canton, Norwood, Natick, Framingham, Bird & Son, Stoughton, Milton and North Easton. There will be two 14-game

halves with prizes of \$100.00 being awarded to the winners of each half.

Bird & Son have played two games in the first one in which Stoughton was defeated 5-4; Petroni fanned twelve men in six innings and allowed only four hits. In the other game Canton, by virtue of 11 hits, 9 passes and 7 errors, walloped Bird & Son 12-4. Despite this, the team looks good with only one or two weaknesses to be corrected. The addition of Joe Pavo, formerly connected with Jordan Marsh and other local teams, has bolstered the pitching staff considerably. The Bird & Son schedule for the remaining games after June 1 in the first half of the Old Town League is as follows:

Thursday	June 3	Norwood at E. Walpole
Sunday	June 6	Stoughton at E. Walpole
Wednesday	June 9	At Canton
Sunday	June 13	At North Easton
Wednesday	June 16	At Framingham
Sunday	June 20	Milton at E. Walpole
Wednesday	June 23	At Natick
Sunday	June 27	At Norwood

Acknowledgments

Your kind expression of sympathy is deeply appreciated.

William Urquhart

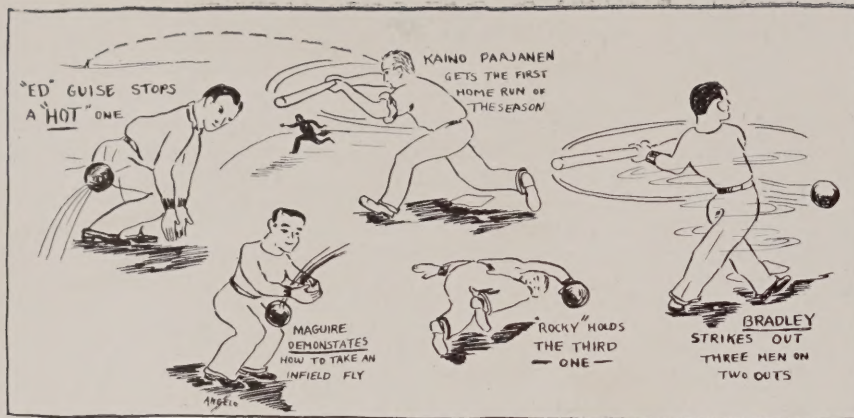
Gratefully acknowledging and thanking you for the flowers and your kind expression of sympathy.

Harold F. Smith

Everybody had a good time at the Annual Banquet of the Bowling Team at Holman Hall on Thursday, April 22, 1937.



Annual Banquet
Bird & Son Bowling League
April 22, 1937 Holman Hall
Norwood, Mass.



Soft Ball

By Frank Clem and Angelo Macchi

SOFT BALL has been introduced in the Flooring Plant and is going over with a bang. Four teams have already been organized, and six games have been played. The teams include FF General, Print Machines, Block Room, and Maintenance Department, with about sixty men already involved.

To date the game has not been taken very seriously, but it has provided much fun, relaxation, and much needed outdoor exercise for a

large group who don't necessarily have to be good baseball players. All games so far have been played at the Endean Playground on Morse Hill.

Any new teams wishing games may contact the following Managers—

FF General—Stephen Cavanaugh.
Print Machines—Ralph Hildreth.
Block Room—James Garner.
Maintenance—Walter Rockwood.

Veterans' Service List

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during June and July, and of those who complete twenty or more years' service during these months:

	JUNE	Years
John J. White	6- 1-1891	Box Shop 46
Vitus Gleichauf	6- 7-1895	Retired 42
Andrew Walker	6- 7-1897	Paper Mill 40
Michael Sheehan	6-20-1899	Roofing Plant 38
Charles Knaus	6- 1-1902	Paper Mill 35
Mary Scanlon	6- 1-1906	Box Shop 31
James Kelly	6- 7-1906	Maintenance 31
John Folan	6- 6-1908	Box Shop 29
Michael Kodis	6- 1-1909	Paper Mill 28
Kostanty Geigol	6- 1-1909	Paper Mill 28
R. L. Tupper	6- 7-1909	Box Shop 28
Ludwig Polevitch	6-21-1911	Paper Mill 26
Bessie Hubbard	6-10-1912	Office 25
James J. Maroney	6-12-1912	Maintenance 25
Michael Shergals	6-14-1912	Flooring Plant 25
Francis Massey	6-15-1912	Paper Mill 25
Mike Waytekunis	6-20-1912	Paper Mill 25
Patrick McDonald	6-30-1913	Box Shop 24
George Wallace	6-17-1914	Maintenance 23
Thomas Coyne	6-18-1914	Paper Mill 23
John A. Graham	6-22-1914	Roofing Plant 23
Waclaw Baranowski	6-26-1914	Paper Mill 23
John Ready	6- 7-1917	Paper Mill 20
Patrick O'Malley	6- 8-1917	Power and Steam 20
C. D. Savage	6-14-1917	Roofing Plant 20
Bartholamew Murray	6-15-1917	Roofing Plant 20
Simeon Fownes	6-21-1917	Flooring Plant 20

	Years
Francis Sheehan	6-25-1917
J. J. Dowling	6-29-1917
Michael Duffy	6- 6-1922
Sabina Perniola	6- 6-1922
Peter Kiariss	6-13-1922
Allen J. Hill	6-15-1922
Howard Everett	6-26-1922
Edward Geraghty	6-26-1922
Walter N. Bragg	6-27-1922
Angelo Melino	6-28-1922
Raffaele Paolucci	6- 1-1927
William Radzwill	6- 1-1927
John P. Barrett	6- 6-1927
Mary Blazonis	6-20-1927
Salvatore Marinelli	6-17-1927
Sophie Novick	6-20-1927
Ernest Oakes	6-20-1927
Mary Geary	6-20-1927
Gilda Campagna	6-20-1932

Phillipsdale	Years
Walter Gill	6-23-1911
Leonard Carlson	6- 5-1917
Antone Alves	6- 6-1922
Tony Vargas	6-10-1922
Arnold Manchester	6- 9-1927

Canada	Years
W. G. Marks	6-17-1922
Miss A. Whelan	6-20-1922
F. H. T. Raddus	6- 2-1911
D. V. Durancaneu	6-10-1911
A. A. Decaux	6-14-1932
A. Ralph	6-28-1912
J. C. Defoy	6-2-1917
F. J. Germain	6-21-1927
A. J. Piche	6- 4-1932

JULY	Years
James J. Geary	7- 9-1883
Elmer Bartlett	7-25-1885

	Years
Martin King	7-14-1892
James Hammond	7-14-1894
William F. Geary	7- 1-1896
Eric Anderson	7- 2-1898
James Hadden	7- 1-1903
H. B. Fuller	7- 1-1905
Sam Graves	7-16-1906
Chester H. Andrews	7-10-1907
A. H. Russell	7-27-1907
John Graney	7- 8-1908
Fred Weiss	7-23-1909
John Zabrowski	7- 6-1911
Holly B. Dyer	7-14-1911
Carl Osterlund	7-28-1911
William E. Harper	7-30-1912
John Lydon	7-24-1913
Patrick Costello	7-29-1913
Joseph A. Sheehan	7-23-1915
William Lewicki	7- 6-1916
John Coroski	7-11-1916
Eli Chamberlain	7-31-1916
Paul Sansone	7- 2-1917
Tony Simkus	7-23-1917
Andrew O'Malley	7-24-1917
Milton Beasley	7- 5-1922
Herbert A. Schaier	7- 5-1922
Michael Kozloski	7- 7-1922
Daniel Keady	7-22-1922
Ruth Koch	7-24-1922
Stephen Zinkowsky	7-25-1922
Lawrence Gammell	7- 5-1927
Nellie Shergals	7-11-1927
Herman Barker	7-18-1927
Charles Domat	7-18-1927
William W. Ford	7- 1-1932
Adelaide Willgoose	7-18-1932

Chicago

Harry C. Prinzier	7- 1-1913
Nicholas Ahrens	7- 6-1922
Benjamin Casparro	7-17-1922
Jonas Johnson	7- 2-1927

Phillipsdale

Fergus Christie	7- 1-1913
Edward Kelley	7- 6-1914
Peter Geretz	7- 6-1927
Joseph Borges	7-19-1927
Stanley Sorzadel	7-26-1927

Canada

C. P. Cowan	7- 8-1910
L. Prescott	7-25-1915
J. M. Clements	7-20-1927
J. C. Picher	7-31-1911

Tennis

By Frank Clem

ALTHOUGH the courts at the time of this writing are not yet ready for play, plans have already been made for the coming tennis season. Interest, according to present indications, will probably be even stronger than last year, and the players are waiting rather impatiently for the opening.

There will be two teams representing the Club again this year. The second team managed by Victor Babel, is entered in the Inter-County Tennis League, composed of teams from Medway, Holliston, Milford, Uxbridge, Mansfield and East Walpole. This will, without a doubt, give the boys plenty of outside competition with home-and-home matches being played with each Club.

Plans for the first team are not all completed at this date. Matches with our old rivals will, of course,

continue and from present indications the team will probably be entered in a fast league, which will include teams from Quincy, Brockton, Attleboro, Woonsocket, Falmouth and East Walpole.

Tournaments will include the yearly Francis William Bowl Tournament, an Inter-departmental Doubles Tournament run about the same as last year with more breaking up of strong combinations, an open tournament to bring in stronger competition and to become acquainted with more outside players, and a tournament for girls if enough interest is shown.

The committee for this year will be—Frank Vietze, Treasurer; Victor Babel, Second Team Manager; Edward Phillips, Manager of the First Team; Albert Kimball, Chairman of Tournament Committee; Frank Clem, General Chairman.

Lost Time Accidents

Two accidents in April and one in May make our total number of accidents five so far this year, as compared with nine a year ago at this time. If we can continue with the same caution and cooperation throughout 1937, we can probably make this the best year on record.

The first accident in April occurred on the 10th, when Michael McDonough, paper machines, injured his head while helping feed the paper over the driers on No. 2 machine. He was standing on a pile of broke, and raised his head too high, catching it between two bottom driers, and injuring his scalp and left ear. He lost twelve days.

The second accident occurred in Chicago on April 13th, when Robert Julian caught his left hand in the full-rolls as he was threading the sheet between a driven roll and an unused roll about $\frac{3}{4}$ " above it. No bones were broken, but the flesh was badly torn on his fingers and palm. He has not yet returned to work.

The one accident in May occurred on the 25th. James Geary, No. 2 Box Shop Shipping, caught his leg between a yard tractor and a hand truck he was pulling. This cut his leg, making it bleed quite freely. He was taken to the Norwood hospital and as we write this, he is resting comfortably and improving rapidly, with every expectation of being back on the job shortly.

Suggestion Awards

HERMAN LAUBLE, No. 1 Box Shop, was given a Special Award of \$30.00 at the May meeting of the Suggestion Committee for his suggestion, "Lifting Device for Shingle Finish Creases on FXC." This suggestion was accepted late in 1936 and has since shown very substantial savings.

Other awards are as follows:

APRIL

Classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Brushes for Slate Conveyor—Thomas Concannon, FBX
Purchase Carriage Bolts without nuts—Lester G. Evans, FFSM
Method of Improving the Grinding of Paint—Carl Hilton, FFC

Classified as of Intangible Value and given an award of \$5.00 each:

Special Type Bolt at Reel Adjustment Arm DP—William Andrew, DPP
Door to Connect Both Rear and Front Section of Bins—Solomon Baker, Chicago
New Clutch Handle on No. 7 Winder—Joseph W. Bartell, FBPM7
Lighter Covers at FFN Pebble Mill—Harold Boyden, FFN
Correct Label on Economy Export Products—Michael Connolly, FFV
Put Coating Tank at DF Nearer Pump—Patrick Costello, DFW
More Flexible Method of Running Slate Handling System—Joe Cozzi, Chicago
Hand Rail on Coating Tank—Edward Down, FBF
Method of Preventing Torn Paper Towels—Anna Eklund, ACM
Fire Extinguisher for FX1 Crane—Fiorino Felici, DMT
Raise Guard for the Overflow at FBPM7—Ruel G. Fulton, FBPM7
Spacer for Loehead Crane—E. W. Gillmore, EMM
Collars for Lining Felt—Sam Gorelco, DPW
Control of Pulling "Sheet" into Ovens at FFPM3—4—Clinton Hanscom, FFP
Extension Clutch Handle for #5 Hanger—A. G. Hazlett, FFP
Embedding Belt Adjustment—George Heugel, Chicago
Guard for Elevator Top Floor FF10 Bldg.—Edmund Johnson, FFG
Locate Rear Light of FBW Tractor on Left Side—Anthony Lacivita, FBE
Chromasets—Direction Sheet—John McDougall, FFT
Change on Transportation Orders—Arthur A. McKenna, FBV
Guard at #12 Beater Drive DMB—W. J. Quinn, DMPM5
Lower Glue Kettle on BM Machine—D. H. Regan, EMM
Better Method of Packing Filter Paper—Josephine B. Rose, FXB
Rack for Crescents at FXCM2—James Sabatis, FXC
Angle Iron on FXR Platform—Joseph Smelstor, FXR
Stencil Screw Boxes and Covers with Different Color Inks—Joseph Smelstor, FXR
Print Labels on Cartons—Edward Stadt, Chicago
Use FFG Crane in FFN for Emergencies—Walter Wallis, FFN
Special Guard Under Motor at FBPM5—Stanley Wasill, FBB
Guard Rail at Wall in Screen Room FFP—Francis Weagle, FFP
Metal Floor and Back Board on FBPM6 Platform—James Weir, FBPM7
Method of Preventing Coating from Choking Blocks—Arthur Wise, FFP #1
Adjustment Screw on Folder—Howard Young, FXB
Cut-out Under Die on FXBM32—Howard Young, FXB

Lester Evans, FFSM and D. H. Regan, EMM, were given \$10.00 each for having had five suggestions accepted.

MAY

Classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

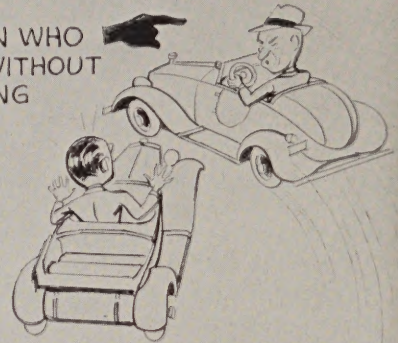
Elevate Talc Return Above Hopper Screen—Joseph W. Bartell, FBPM7
Basket Screen at Talc Pipe—Ruel G. Fulton, FBPM7
Adjustable Knife on Corrugator at FXC—Robert Hood, EMM

Classified as of Intangible Value and given an award of \$5.00 each:

Extension to Platform in Ovens—Bruno Bartuca, FFP
Different Arrangement of Feed Pipes—Michael Burke, DMB
Better Way of Unloading Slate at Hopper—Rosa Campaigna, FBX
Screen at End of Conveyor Belt—Rosa Campaigna, FBX
New Method for Quick Emptying of FBG Service Tank—Thomas Concannon, FBX
Improvement on Paper Guides on Blank Presses—Frank J. LaCivita, FXB
Brackets to Help in Removing Bottom of Crusher—Frank Pennacchio, FBW
Screen Cover for 1st Varnishing Pan in FFG—Samuel Piraino, FFR
Platform at Mixing Tank in FFG—Michael Wallace, FFG
Double End Guides for FBPM2 Apron—Edmund Wenstrom, FBM
Ramp at Saturator for Jumbo Rolls—Roy Wilkinson, DP

The Pests YOU'D LIKE TO SWAT

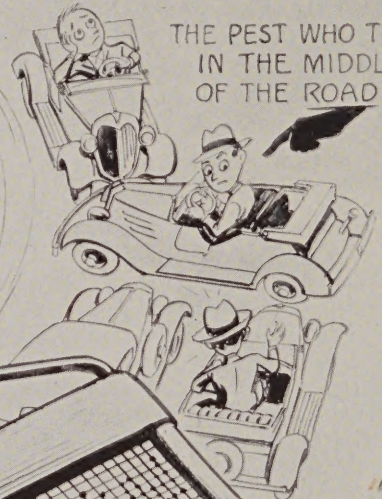
THE MAN WHO
TURNS WITHOUT
SIGNALING



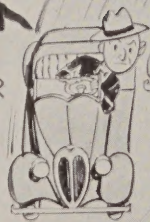
THE ROAD HOG



THE PEST WHO TURNS
IN THE MIDDLE
OF THE ROAD



THE
IN AND OUT
WEAVER



THE HORN BLOWER

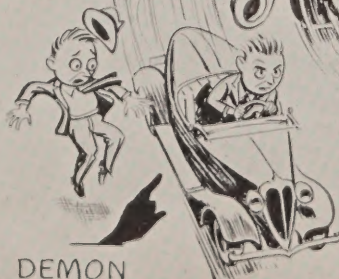


B-E-E-P

B-E-E-P

B-E-E-P

THE
SPEED DEMON



THE PEST WHO
SWOOPS OUT OF
THE DRIVEWAY



S-W-I-S-H



EV. J. JOHNSON



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins Individuals
Lock-Butt	BIRD Insulated Bric-Siding	Giant Individuals
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal	Mineralite	Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
	BIRD CHROMALIN Floor Covering	
	Patterned Plain Jaspé	

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Plant Bands
	Plant Boxes

Special Paper Division

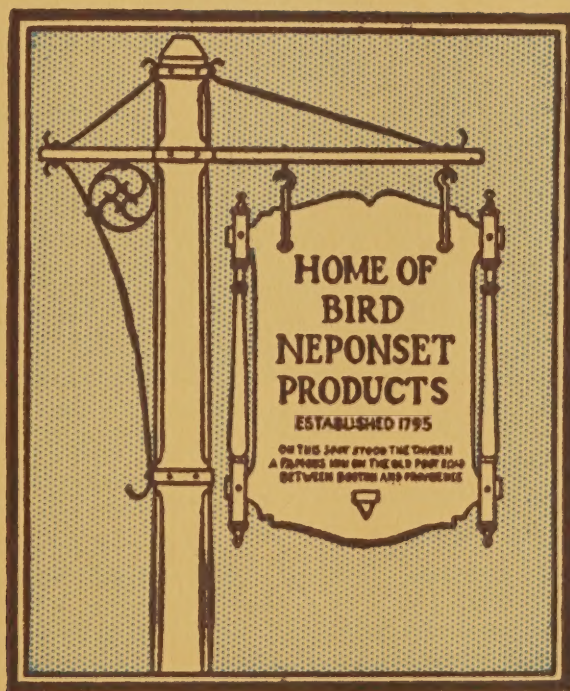
Index Pressboard	Socket Lining Paper	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes		
Industrial Filter Paper		
Innersole Board	Cloth Board	



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXV NO. 4

AUGUST 1937



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

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Chief Chemist, E. L. CONNOLLY

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Chief Research Chemist, J. E. GRAHAM

Superintendent Eastern Roofing Division, M. R. BEASLEY

Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Western Manufacturing Manager, J. G. YOUNG

Superintendent Chicago Plant, ERICH GACH

Assistant Superintendent, J. F. MATCHA

Chief Chemist, J. F. COMISKEY

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROOKLYN, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY,
MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

BIRD'S NEPONSET REVIEW

VOL. XXV

AUGUST, 1937

No. 4



A. W. Smith, Treasurer of the Neponset Credit Union, is always ready to give freely of his time and counsel to the solving of your insurance problems. He is shown here discussing an insurance matter with Curtis Boyden, East Walpole electrician.

Follow Through

Check Up On Old Insurance Policies Now

THE recent visit of the instructors in Massachusetts Savings Bank Life Insurance, Messrs. T. Talmadge and Warren Grady, to our East Walpole and Norwood plants, has renewed our interest in life insurance, and has afforded everyone a special opportunity to purchase this excellent insurance which has been available to Bird & Son workers for many years.

Now is the time to "follow through" on this matter and make sure that your family is really fully protected in case of your death. Bird & Son, inc. has recommended

Massachusetts Savings Bank Life Insurance to its workers for the past twenty-five years and there are many of us who hold policies dating back at least ten or fifteen years.

How long has it been since you checked up on your policy? Are you certain that the correct beneficiary is named? Will those you want to protect really be protected when you are gone, or will somebody else get the money which your wife and family will so much need?

These sound like needless questions, and yet every year hundreds of innocent people are deprived of their

rightful inheritance because the holder of an insurance policy failed to make sure.

A man marries, and either forgets or neglects to change over his policies so that his wife is named beneficiary. A few years later he dies unexpectedly, and the wife who thought she was adequately protected finds that the policy still names his parents as beneficiaries and she is left practically without money at the time she needs it the most.

This sounds like an extreme case, and yet exactly this thing happened to the family of a Bird & Son worker

within the past year. Check up on those old policies now. Make sure they are right. The money you spend to purchase insurance is as good as thrown away unless it is buying protection for those you want to protect.

"Following through" a bit further, are you certain that you are carrying enough insurance? Most of us are not in a position to accumulate any great amount of wealth through a savings or cooperative bank plan, and we must depend upon some form of insurance to provide money for our families after we are gone. Mr. Grady's advice is still the soundest advice we know. "Purchase all the insurance you can afford and carry it on your own life, as you are the one on whose income the family depends for a living."

Most workers probably checked this matter thoroughly at the time of Mr. Grady's visit and have bought all the insurance they wish to carry at this time, but policies may be purchased at any time through the Neponset Credit Union. If you feel that you should carry more insurance, the place to buy it is at the Neponset Credit Union, and the time to do it is now, or any time in the future. This service is always available at the Credit Union.

Low Premiums

Massachusetts Savings Bank Life Insurance has been in successful operation for more than a quarter of a century and has been recommended without reservation by Bird & Son as an absolutely safe insurance obtainable at a minimum cost. In November 1935 new lower premium rates on straight life insurance were offered and all who have purchased insurance since that time have been able to take advantage of these reduced premiums which bring the cost of life insurance down lower than ever before. Cash and loan values are higher than with the old policies, but, of course, the dividend rate is somewhat lower. However, to the purchaser of new insurance this new low premium rate, together with the guarantee of sound protection, makes a very attractive offer.

Certainly no time is better than the present to "follow through" on your insurance program and make certain that in every detail it carries out your wishes for the protection of those you love.

Change in Unemployment Compensation Law

THREE important changes in the Massachusetts Unemployment Compensation Law have recently been made, affecting our contributions.

1. Effective July 1, 1937, every worker in the organization will be required to pay a contribution of 1% on the first \$2500 of his annual wages, regardless of the total amount of such wages. For the last six months of 1937 this contribution will be effective only on the first \$1250 of such individuals as were formerly exempt under the original Act, but in future years the tax will be on the first \$2500 of annual earnings.

2. The employees' contribution rate has been fixed at 1% for all future years. Under the original law, this tax would have been 1½% in 1938 and in future years would vary slightly according to the merit rating of the company. This has now been changed and the tax definitely established at 1% for every year.

3. Wages of \$3.00 or less in any one week shall no longer be subject to the tax.

Mary other changes have also been made in the law, including one which extends the law to cover all places of business employing four or more persons, whereas, the old law used to read eight or more persons.

Under the original law, persons earning more than \$2500 a year were not subject to the tax and, of course, were not entitled to any compensation. Under the new regulation which require a tax from them, they are of course now entitled to apply for compensation when laid off and will receive weekly payments for a certain number of weeks determined by the amount of contributions they have made.

Beginning January 1, 1938, all persons who are laid off will be entitled to apply for and receive their unemployment compensation. Certain definite rules must be followed in order to make certain of receiving the money due you and sometime before the end of this year, we will issue definite and detailed instructions of the correct procedure to be followed.

Watch for further announcements about other changes in Social Security Laws.

A class in English was given a composition to write on the human body, and among those turned in was one by little Mary who wrote:

"The human body is divided into three parts—the head, the thorax and the stomach and is split part way up. We walk on the split ends.

"The head contains the brains, if there are any. The thorax contains the stomach, liver and kidneys. The stomach contains the bowels consisting of five—a, e, i, o, and u."

Chairmen in charge of the various committees which are making arrangements for the big Bird & Son, inc. Field Day on August 21 at Francis William Park. Standing left to right: Richard Stoddard, Leo Bernier, Paul Guttormsen, Herman Barker, John Bradley, Walter Hartig, Frank Eisenhower, Charles Mutch, Velma Cobb, Louise Gear, Herman Nordstrom, Kaino Paajanen, A. W. Smith, General Chairman, Raymond Call, John White, George Wallace. Front Row: Arthur Wilson, Frank Whitehead, Charles Rafuse, Marshall Lee, Albert Eckert, David Lowry, Ernest Oakes. Edgar Grout is also a member of this committee.



Mammoth Field Day—August 21

Drawings by Angelo Macchi

BOSTON's famous Old Howard Theater boastfully advertises "something doing one to eleven", but the big Bird & Son, inc. Field Day on Saturday, August 21, will go them one better, for on that day there will be "something doing" from



twelve-thirty in the afternoon until midnight. Everybody is talking about it, and everybody is going—and why not, with dozens of free attractions which will appeal to every member of the family from six to sixty.

Starting with a Doll Carriage Parade, and following that with an exhibition by the Drum and Bugle Corps of the Girl Scouts, the program will open promptly at twelve-thirty at Francis William Park—and from then on the old Park will see a good time such as it has not witnessed since 1928, when we held our last grand and glorious Field Day there. Contests for the children, an exhibition by Girl Scouts, a thrilling Magical Show that has appeared four times at the White House, a Ventriloquist Act that is as good as Charlie McCarthy on the radio—all these activities plus an exhibition of Pets, and free pony rides will keep the children thrilled and happy at the Park.

At the same time, during the course of the afternoon, Tennis Matches will be played at the Tennis Courts,



and at the Athletic Field a Soccer Game, a Baseball Game, a Tug of War, Horseshoe Pitching, an exhibition by the Fire Brigade, and a Softball Game will be run off for the older people, making a full program of events right up until early evening.

Then all activities will center at the Park, with the promise of a thrilling evening's entertainment—a Pole-raising Contest by the Boy



Scouts, a Band Concert throughout the evening by the Norwood Legion Band, a side-splitting Side Show, a thrilling Aerial Act by three fine circus performers, and a beautiful and spectacular display of Fireworks to top off the evening.

Of course, there will be refreshments—hot dogs, ice cream, peanuts, popcorn and tonic. Of course, there will be balloons and other souvenirs for the children.

Twenty-five different committees are working and planning so that the entire day's program may be run off smoothly.

In case of rain, it will be postponed until Saturday, August 28.

This Field Day is for every Bird & Son worker and his family, and is run under the auspices of the Bird Club, Inc., Bird & Son, inc., and the Benefit Association.



A. W. Smith is General Chairman. Other chairmen are:

Baseball—E. W. Oakes, Stock Transfer; Tennis—Frank Clem, Flooring Plant; Horseshoes—Chas. Rafuse, Maintenance Dept.; First Aid—Frank Eisenhauer, Printing Dept.; Soccer—John H. White, Roofing Maintenance; Fire Brigade—Paul A. Guttormsen, Chief Engineer; Pet Show—Frank Reynolds, Roof-



ing Chemist; Refreshments—Richard J. Stoddard, Roofing Shipping; Children's Contest—John J. Bradley, Jr., Flooring Chemist; Doll Carriage Parade—Velma Cobb, Credit Union; Side Shows—Kaino Paaanen, Flooring Plant; Band Concert and Dance—Leo R. Bernier, Flooring Plant; Fireworks—George Wallace, Maintenance Dept.; Boy Scouts—Marshall Lee, Box Sales; Girl Scouts—Louise Geary, Billing Dept.; Softball—Stephen Cavanaugh, Flooring Plant; Pony Rides—Albert Eckert, Statistical Dept.; Balloons and Souvenirs—Arthur Wilson, Store Room; Entertainment—Edgar M. Grout, Personnel Dept.; Grounds and Trucking—Raymond C. Call, Roofing Maintenance; Programs and Printing—Walter Hartig, Printing Dept.; Reception Committee—Benjamin D. Rogers, Director of Personnel; Tug Of War—Herman Nodstrom, Paper Machines; Badges—F. H. White, No. 1 Box Shop; Tickets—Hermon T. Barker, Paper Mill Chemist.





W. C. Ahlgren, Assistant Secretary and Treasurer.

Mr. Ahlgren Promoted

ACCORDING to an announcement posted on our bulletin boards too late for mention in the last issue of the "Review", Mr. Wesley C. Ahlgren, formerly Auditor with Bird & Son, has been elected Assistant Treasurer and Assistant Secretary of Bird & Son, inc. We congratulate him on his election and wish him the best of success for the future.

Mr. Ahlgren was born in Brockton, Massachusetts, in 1902. He graduated from the Brockton High School, from Bentley School of Accounting & Finance and from Northeastern University. In 1922 he joined the organization of the Royal Typewriter Company in New York, as Assistant Cashier. After six months on that job, he returned to Boston in January 1923 to work as Auditor with Price Waterhouse Company. He remained with them until he joined the Bird & Son organization on July 1, 1926 as Assistant to the Auditor. Later he became Assistant Auditor and in 1930 Auditor and Office Manager. He continued in this capacity until his present advancement to Assistant Treasurer and Assistant Secretary. In addition to his new duties, he still retains his position as Office Manager.

He is also Treasurer of the Bird Finance Corporation, and Assistant Treasurer of the Berry Asphalt Company.

Soft Ball

By Stephen Cavanaugh

INTEREST in the Soft Ball Game has rapidly gained momentum, particularly throughout the Flooring Plant.

The other mills do not seem to respond as quickly to the invitations to form a team. Rivalry has become very keen in a league that has been formed at the lower mill and at the present writing the league is comprised of four red-hot rivals. Depts. FFN, FF, FFM, and FFP are the contestants with FFN leading the league. The schedule is divided into two halves and the winner of each half will be in a three game series play off to decide the championship and win an inscribed trophy.

The supremacy of the Single Men over the Married Men has been definitely settled at the Flooring Division after much bickering and good natured argument. The Single Men defeated the Old Timers two out of three games with the third game a most decisive victory for the Young Men. Despite the efforts of Frank Clem, Jack Bradley and Leo Bernier, the single men, with the superb fielding of Walter Erker and the hitting of Tad McGuire, drubbed them soundly. The married men have talked very little about their skill since.

At Phillipsdale

On July 8, a team from the Flooring Division journeyed to Phillipsdale to play the Bird & Son team of that town. The Phillipsdale team was togged out in full soft ball uniform with the name "Bird" across the chest of a red jersey. A good game of soft ball took place with the Norwood Plant winning by a 7 to 6 margin. The players all enjoyed the game and met many of their co-workers from Phillipsdale. After the game dinner was served at Wightman's.

We are anxious to hear from the other mills about forming teams.

Safety Executives

Visit Bird & Son

ON Thursday, June 10, about one hundred and fifty Safety Executives from plants all over this State, visited our Norwood Roofing and Flooring Plants and attended a dinner and program at Bird Hall in the evening. The occasion was the Annual Outing and Plant Visit of the Engineering Section of the Massachusetts Safety Council.

The visitors gathered at the parking space between the Norwood Roofing and Flooring Plants, and there met guides who conducted the parties through the two Plants during the afternoon from 2:00 to 5:00 P.M. Then at five o'clock the group gathered in Bird Hall, and did justice to one of Tom Holman's famous Roast Beef dinners, with all the fixings. At the conclusion of the dinner, a short business meeting was held for the election of officers for 1937-38, with Mr. John F. McCurdy as Chairman of the meeting. Mr. C. W. Conrad, Director of Manufacturing, brought greetings from the Bird & Son organization to the meeting, and Mr. M. R. Beasley, Superintendent of the Roofing Plant, explained briefly the operation of our Granule Plant, which had been visited by the guests earlier in the day. This talk was illustrated with lantern slides. Mr. A. H. Anderson, Secretary-Treasurer, then showed several reels of pictures taken by him at our Roofing Plant and at our Phillipsdale Felt Mill. Mr. Beasley described and explained these pictures as they were being shown.

The meeting closed about 9:00 P.M. Judging from the comments received that day and letters received later, our guests enjoyed themselves very much, and considered the Plant visit one of the most interesting in recent years.

H. B. Fuller, box salesman with Bird & Son since 1905. Mr. Fuller is now retired and is at present living in Montclair, N. J. We were glad to hear from him recently and receive this good snapshot of him.





anner awarded to our paper mills for their fine accident record during the first three months of 1937. It is shown as displayed at No. 2 Paper Machine. Frank W. Fisher, Safety Inspector, is standing beneath it.

It's a Long Way to Christmas But—

YES, it is a long way to Christmas, but you will be interested to know that once again all of us are to receive the safety calendars of the National Safety Council as a gift from Bird & Son at Christmas time this year.

Advance notices tell us that these calendars are to be finer than ever before and those who have seen proofs of the illustrations are very enthusiastic about them.

With your calendar you will receive a safety examination sheet containing fifty easy questions, the answers to which can all be found in the front and back pages of the calendar. The Safety Council tells us that any individual (or family) completing the examination 80% correct and mailing it to Chicago will receive an attractive "Crusader" certificate signifying his honorary membership in the National Safety Council Crusaders. This is an organization pledged to do all in its power to practice and teach others safety principles at home, at work and on the streets and highways.

We know you will be glad to get this calendar and be proud to hang it in your home where all can read its timely safety messages.

Veterans' Service List

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during August and September, and of those who complete twenty or more years' service during these months:

AUGUST

		Years
Richard C. McCabe	8-14-1885	Retired 52
James E. Smith	8-17-1885	Paper Mill 52
Mary Friary	8-1-1887	Retired 50
Frank Murphy	8-19-1895	Paper Mill 42
Hattie Willis	8-17-1896	Retired 41
John Sullivan	8-3-1899	Maintenance 38
John Sheehan	8-2-1902	Roofing 35
Martin O'Donnell	8-10-1902	Maintenance 35
Mary McKinnon	8-9-1905	Box Shop 32
L. P. Baldof	8-1-1906	Paper Mill 31
M. J. Hawkins	8-6-1906	Purchasing 31
John Blazonis	8-15-1907	Paper Mill 30
Michael Coyne	8-1-1908	Paper Mill 29
Gregalis Stanis	8-7-1908	Paper Mill 29
John Wilkes	8-8-1908	Box Shop 29
J. D. Countway	8-20-1909	Power & Steam 28
O. J. Goodspeed	8-2-1910	Box Shop 27
Samuel Hunter	8-29-1910	Box Shop 27
Fred B. Duncan	8-24-1911	Maintenance 26
Ethel Havey	8-13-1912	Box Shop 25
Michael Costello	8-4-1913	Roofing Plant 24
Leroy Fullerton	8-30-1913	Box Shop 24
Anthony Protasius	8-1-1916	Roofing Plant 21
Michael Folan	8-4-1916	Roofing Plant 21
Fred K. Kinsman	8-17-1916	Box Shop 21
Edmund F. Murphy	8-28-1916	Roofing Sales 21
G. W. Baker	8-10-1917	Roofing Plant 20
G. S. Smith	8-17-1917	Paper Mill 20
Helga Peterson	8-22-1917	Office 20
Arthur Baldof	8-2-1922	Roofing Plant 15
Victor Konalski	8-2-1922	Roofing Plant 15
W. J. Downing	8-4-1922	Box Shop 15
James Donnelly	8-28-1922	Box Shop 15
James Salmon	8-28-1922	Box Shop 15
Anton Smolski	8-29-1922	Paper Mill 15
Adolph Doucette	8-30-1922	Flooring Plant 15
S. R. Reid	8-1-1927	Flooring Sales 10
Frank Nyborn	8-1-1927	Paper Mill 10
Luigi Cicoloni	8-15-1927	Roofing Plant 10
Wm. Misevici	8-16-1927	Roofing Plant 10
John D. Johnston	8-22-1927	Roofing Sales 10
Hilda Rafuse	8-23-1927	Office 10
Mary Griffin	8-9-1932	Office 5
Jean Angus	8-16-1922	Mill Office 5
Louise Geary	8-16-1932	Office 5
James Phelan	8-22-1932	Roofing Plant 5

Chicago

George Heugel 8-23-1927 Plant 10

Phillipsdale

Charles Cyranock 8-4-1910 Plant 27
James Blessing 8-24-1917 Plant 20

Canada

J. B. Beland 8-19-1922 Montreal 15
A. J. Evearts 8-28-1916 Pont Rouge 21
E. A. Deslisle 8-19-1910 Pont Rouge 27

SEPTEMBER

		Years
A. C. Urquhart	9-10-1896	Maintenance 41
P. R. Allen	9-15-1898	Chairman of the Board 39
Florence Holmes	9-25-1898	Retired 39
John Eppich	9-5-1903	Roofing Plant 34
Patrick Coughlin	9-10-1904	Paper Mill 33
Antonio Paddock	9-4-1905	Paper Mill 32
S. C. Traudt, Jr.	9-15-1905	Roofing Sales 32
Michael Burke	9-22-1905	Paper Mill 29
Louise McFarland	9-7-1908	Office 28
John Clancy	9-7-1909	Box Shop 28
Louis Dalksever	9-20-1909	Roofing Plant 28
Michael Costello	9-26-1909	Paper Mill 28
R. C. Floyd	9-20-1911	Vice-President and Director of Sales 26
Herbert Jepson	9-3-1912	Roofing Plant 25
Dominic Treventi	9-5-1912	Roofing Plant 25
John Wosner	9-13-1912	Flooring Plant 25
James Sword	9-9-1915	Roofing Plant 22
Roy Packard	9-13-1915	Roofing Plant 22
Wm. Koehler	9-13-1915	Maintenance 22
Wm. F. Sline	9-28-1915	Roofing Sales 22
John J. Burke	9-29-1915	Paper Mill Supt. 22
Gustaf Mauritz	9-13-1916	Roofing Plant 21
Samuel H. Kay	9-20-1917	Maintenance 20
John D. Hurley	9-24-1917	Roofing Plant 20
Victor Burrell	9-24-1917	Paper Mill 20
Dorothy Hartig	9-5-1922	Office 15
Edward J. Sears	9-9-1922	Roofing Plant 15
John Korsun	9-11-1922	Roofing Plant 15
Charles Wisnefski	9-19-1922	Paper Mill 15
Basil McAusland	9-6-1927	Flooring Plant 10
Domenic Restaino	9-7-1927	Roofing Plant 10
Walter McKenna	9-9-1927	Box Shop 10
Ernest M. Field	9-13-1927	Box Shop 10
Arthur McKenna	9-18-1927	Roofing Plant 10
Thomas Paquette	9-20-1927	Box Shop 10
Sadie Rafuse	9-7-1932	Box Shop 5

Phillipsdale

Frank Reed 9-30-1912 Plant 25
Edgar Vatcher 9-22-1927 Plant 10
Fred Pierson 9-27-1927 Plant 10

Canada

H. D. Caplan 9-10-1922 Montreal 15
A. McM. Staples 9-11-1922 Nova Scotia 15

Horseshoes

By Charles Rafuse

THE Horseshoe Pitches continue to keep active noon-hours.

A Ladder Tournament was started early in the Season with 40 entered from Flooring, Roofing and the Main Mill. This was discontinued due to the fact that it was not convenient to arrange inter-mill singles matches.

Arrangements are now being made to conduct a Doubles Tournament in each Mill and to have the winners play the Semi-finals and Finals at the Field Day, August 21st.

The tired looking man sat facing the solicitor.

"So you want a divorce from your wife," said the latter. "Aren't your relations pleasant?"

"Mine are," came the answer, "but her's are simply terrible."



Erich Gach, Superintendent of the Chicago Roofing Plant.

Changes at Chicago

ON July 1, 1937, Mr. James G. Young was promoted from his position as Superintendent of the Chicago Plant to Western Manufacturing Manager, in general charge of both Chicago and Shreveport. Mr. Erich Gach was appointed Superintendent of the Chicago Plant and Mr. J. F. Comiskey was made head of the Chicago Roofing Laboratory, taking Mr. Gach's former position.

Mr. Young's story appeared in the last issue of the *Neponset Review*, in connection with the new work at Shreveport.

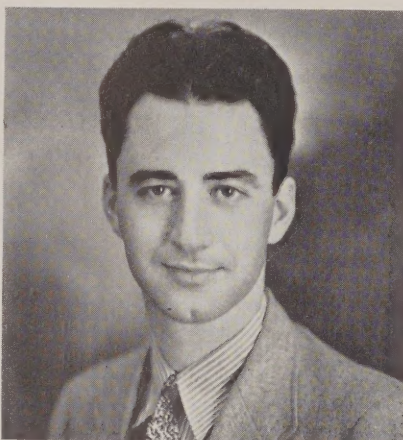
Mr. Gach was born 43 years ago in Breslau, Germany. He attended public school and high school there and in Ratibor. During his school vacation he got his first knowledge of building material working in his father's brick factory where cement shingles and tiles were also made.

After school he entered the services of the North German Lloyd Steamship Line and on his second trip to the United States in 1914 the war broke out and his ship with the entire crew was held at New Orleans. After staying with the ship for several months in New Orleans, he obtained his discharge papers and was allowed to enter the United States, becoming a citizen in 1924.

His first work in this country was on the estate of the owner of New Orleans' largest department store, taking care of his fancy lawns and gardens. In 1918 he went to Chicago, and started to work for Bird & Son, inc. in October of that year as a shipping clerk for the Floor Covering Division. The following year he was transferred to the Roofing Plant

as mill clerk and remained on that work until 1923 when he was put in charge of the Asphalt Blowing Department, working nights. In 1926 he was put in charge of the Laboratory and has held that position as Chief Chemist until his recent new promotion.

James F. Comiskey, Chicago's new Chief Chemist, was born in Kingston, Illinois, in 1912. He attended St. Viator Academy and college in Kankakee, Illinois, later transferring to Loyola University in Chicago where he graduated in 1935 with a Bachelor's Degree in Chemistry. In the following year he attended Loyola Graduate School and was assistant instructor in organic chemistry, at the same time working as a chemist at the Technical Service Bureau, consulting chemists in Chicago. He came with Bird & Son as chemist in December 1936 and remained on that work until his recent promotion to Chief Chemist.



James F. Comiskey, Chief Chemist, Chicago Roofing Plant.

Tennis Notes

By Frank Clem

THE Tennis Team opened the Season by defeating their old Brockton Y. M. C. A. rivals 5-4. This is the first time we have defeated Brockton in the last three years.

Our team is undefeated so far with wins having been scored over Attleboro 4-2, West Medford 7-0, and North Attleboro 5-2.

The second team playing in the Inter-County Tennis League lost its first two matches—the first to Northbridge 2-5, and the second to Milford, 0-7. They defeated Mansfield 6-1 in the third match, with the help of several first-team players.

We had two players entered in the Hearst Tournament at the Harvard Courts. Both players, John O'Kan and Stanley Phillips went five rounds before being eliminated. These players are also entered in the Tedesco Tournament on the North Shore, and the Bristol Tournament in Rhode Island.

The Francis William Bowl Tournament is already in progress, and an open tournament will be conducted on August 14 and 15. The latter entry list will include many leading greater Boston players.

Prizes Offered

THE *Neponset Review* will pay \$1.00 each for any good snapshots of the Bird & Son, inc. Field Day taken by employees which are used in the October issue of the *Neponset Review*.

Glossy prints any size should be submitted to Department GR no later than Friday, September 10. Only clear sharp pictures will reproduce well and, therefore, only the best ones can be considered.

In addition three prizes will be offered for the best pictures, \$5.00 for the first prize, \$3.00 for the second prize, and \$2.00 for the third prize.

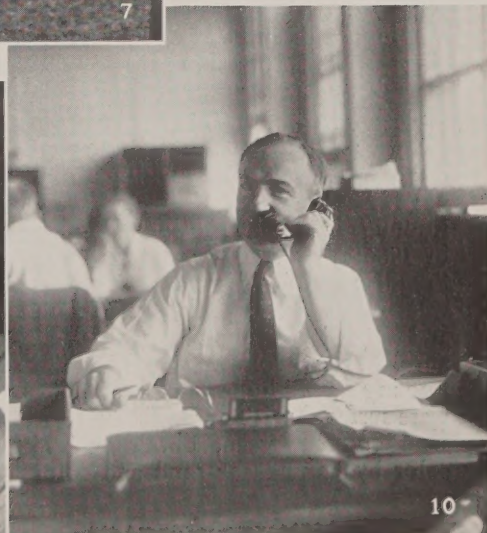
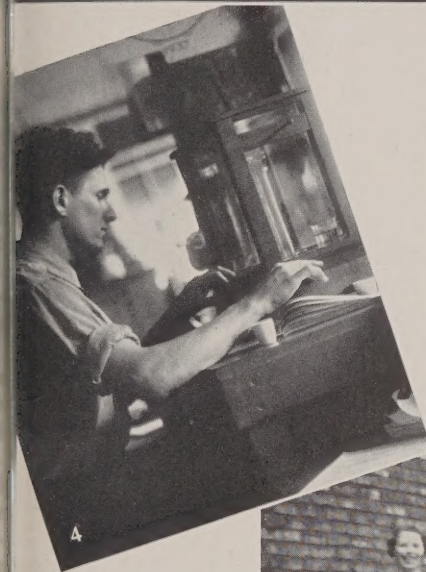
All pictures should be accompanied by a description of where they were taken, and the name of the photographer who took them. Do not write on the back of the pictures but put this information on a separate sheet of paper. Writing on the back of the picture may spoil it. Do not use paper clips on the photographs.

So get busy, you amateur photographers, and send us your best pictures as soon as possible.

Candid Camera Invades Office

Here are some of the latest snaps:

1. Mary Patten and Anne Brennan of the Statistical Department. Miss Brennan is operating a Ke Punch Machine.
2. Frank Karshis pouring paint at the Flooring Plant.
3. Three girls from the Chicago office enjoy a bit of ice cream during the lunch hour. Left to right Myrtle Brebach, Gladys Davis and Helen Anes.
4. Max Rabinovitch weighing granules on the scales at the Roofing Laboratory.
5. Ray Kirk, also a weigher, but Ray works in tons and weighs loads of paper and rock at our East Walpole scales. Note the ten-gallon hat to keep off the rays of the "tropical" sun.
6. Joseph Kowolowski pulling a skid load of shingles near No. 1 Roofing Machine.
7. Four girls from the Chicago office—Alberta Freeman, Lenore Falstron, Elinore Bree and Norma Olson. Bringing up the rear is Ralph Wohlberg.
8. Howard Whitney, Auditor, figures a tough one on the slide rule.
9. Carl Wurzel, Sr. feeding a press at No. 1 Box Shop. In the background is John Aidukonis.
10. The reason why extension telephone 202 is always busy—because Ben Taylor of the Purchasing Department uses it about nine out of eight hours every day.





New traveling crane under construction at Phillipsdale.

Phillipsdale Plant Has New Crane

IN the accompanying picture, construction is well along on the new travelling crane at Phillipsdale for handling bales of rags, carrying them from the trucks to covered storage. This crane has a length of 212' and a bridge width of about 57'. The bridge itself is 31' high, with the trusses which support it extending above it to a height of 45'.

This crane will handle bales with grab-hooks similar to the type used by the old derricks at Phillipsdale. When completed, the top will be covered with corrugated iron and also the sides for a distance of about 9' down from the top. This building was dismantled in Pennsylvania, shipped here and erected by A. A. Lamb Construction Company. Our own Drafting Room laid out the foundations and the Central Construction Company of Providence put them in.

This is a very modern type of travelling crane and should enable Phillipsdale to handle large quantities of rags with greater ease than ever before. This picture was taken by Mr. John Timmins of our Drafting Room.

Pioneer Days at Bird & Son

By E. H. Bartlett

(This concludes Mr. Bartlett's article which began in the June issue.—Editor.)

Origin of Neponset Girl

Our first labels were very small, insignificant and so after our production and sales amounted to a few tons per day, thoughts led to advertising and the getting out of a trade mark for the first two Neponset products, symbolic of a great achievement of a waterproof sheathing and roofing, so a prize was offered for the best suggestion and drawing that would proclaim a guaranteed mark of genuineness. As a result, Miss Lulu Gibson, sister of Charles Dana Gibson, N. Y. artist, was awarded \$25 for the Neponset girl holding the sheet of waterproof paper as a protection against all sorts of weather.

Then followed the heavier roofings using as a base material similar to our present dry felt, making Composite Ready Roofing in 1892, Paroid Roofing in 1894, Proslate Roofing in 1906; we described the latter as "regular Paroid with an additional wearing surface of a mixture of paint and sand," making a slate appearance. Then followed Granitized Roofing and Shingles in 1911. These were surfaced with our native yellow sand colored green, obtaining the color by baking the sand and color

in a revolving drum over intense heat but, alas, in the course of six months after exposure, the green color disappeared.

During the years following 1900, we made Neponset Red Insulating in 2 and 3-ply, Neponset Car Roofing, Black Ko-sat Insulating, Coated Building Papers, Neponset Waterproof Flower Pots, Cuspidors, Case Linings, suit cases, lunch boxes; you understand these were all waterproof goods. A very interesting chapter could be written covering the labors of Myron H. Piper and George R. Wyman in the make-up and manufacture of the pots, cuspidors, suit cases, lunch boxes and tack boxes.

EARLY SHINGLE EXPERIMENTS

Shingles came along in an experimental way from 1911 to 1914. At the latter date was marketed the first Neponset Built-up Tapered Shingle. If I had time I would like to tell you the story of Mr. Bird asking Aaron Rhodes to apply the first shingles which were cut from single thickness Paroid, size about 6" x 12", on his cobbler shop roof and the uncomplimentary remarks by Aaron; notwithstanding Rhoades condemnation those shingles gave service for many years. The slate surfaced roll roofing and shingles came along in 1916.

I know your Chairman is almost ready to pull the string so I can only tell you briefly about the origin of the Neponset Floor Covering which started in 1888 with Neponset Red Rope Roofing as a base. There was but one pattern on a 36" width but this pattern was made in five colors and numbered for sales convenience as No. 55, 56, 57, 58 and 59. I well remember the first circular describing this new product—a single white sheet 7 x 12 printed in blue ink and as the advertising was ready for mailing, it was found from tests that the printed surface peeled, wouldn't stand the wear and tear that satisfied Mr. Bird, so everything was junked, the whole matter was set one side and really laid dormant until early 1910. By this time we had learned a lot about the saturating of felt for roofings so it was thought that this saturated felt would make a good base for the new floor covering and by 1911 we started the operation of this product in Norwood. The

Roofing Mill made up the waterproof base for the Flooring Mill to coat, print and finish the material nationally known as NEPONSET Floor Covering, following with rug border, then rugs as you know them today.

Any reference to Cartridge or perhaps better known outside as Shot Shell Paper, together with the Wad Paper, is a long story by itself. Mr. Charles S. Bird always referred to them as his "pet babies." His struggle and never ceasing efforts from the early 80's to the very end of his activities were marvelous and we still believe they are the best papers ever made for their purposes. Some day I may have an opportunity to tell you the whole story and also about Torch and Fuse papers, black and buff Socket lining, Index card board; the birth and growth of Tack Boxes and Telescope Wrappers which followed Tack papers. About the Rev. Charles M. Arthur who invented the best tack box that was ever made, even to this day, and the royalties we paid so many years for the exclusive right to manufacture this Arthur box.

Early Days

In closing let me recall those pioneer days when Mr. F. W. Bird strolled through the mill, the beating engine and paper machine room each morning on his way from house to office, frequently writing in the Beating Engine book, where was recorded the kind and quantity of paper stock to be used in the make up of the different papers. The foreman at that time was John McDonald, who had great difficulty in making out Mr. Bird's writing, but rather than ask him to clarify, used his own judgment as to what should be used. When Mr. Bird returned home at noon, always back through the mill, he noticed a change in the beater stock and was told such and such "furnish" was used. "Why, I never wrote that" he would say and immediately going to the book to prove his case, smilingly said "I wouldn't have blamed you for putting in anything for I can't make out my own chirography." Another time as he was passing one of the machine chests and saw a whole shoe, hat and parts of overalls coming through, he shouted to stop the machine as he feared Bill John-

son had fallen into the beater and had been partly ground up into pulp. Soon after Bill was located in the mill basement washing felts. A strange coincidence followed some years later—this nice old man was killed in the mill performing his washing duties—his widow received his pay as a pension as long as she lived.

In 1902 we were the first paper mill in Massachusetts to abandon the 12-hour working day which had always prevailed in paper mills and to establish a 3-tour basis of 8-hour tours, paying employees for the 8 hours the same wages that had been paid for 12 hours. On July 1, 1912 a notice was sent out by F. W. Bird & Son that on and after July 5 of that year, all 10-hour employees would be put on a 9-hour basis without loss of pay; also, during the summer months we would give Saturday afternoons off without loss of pay.

All industry must operate at a profit to long exist. We are all in business to market our products at a reasonable profit and in order to do this successfully, must arrange our prices and terms on a basis that will allow us to be honest and just in all our dealings with employees as well as with the people to whom we sell. Competition is ever keen and this is really as it should be to keep us up to the minute and alert, progressive and surrounded with a personnel of unquestionable integrity and good business ethics. Research

is a primary principle to the discovery of new and better processes of manufacture and the development of more attractive and profitable goods. This same spirit has been maintained through all of the years I have been connected with this institution and you all know what has happened throughout the late depression, culminating at the end of the year just passed with the granting of bonuses and increased rates in wages, all of which was made possible by the splendid, loyal co-operation of all employees and I am sure that with such continuity we shall all be blessed with the fruits of our labors for many, many years to follow.

Congratulations

Flooring Plant

OUR Flooring Plant at Norwood has just been announced the Group Leader for the second quarter of 1937 in the Paper Mill Unit of the Massachusetts Industrial Accident Reduction Contest.

This means that for the next three months we are entitled to display the white and green banner throughout our Flooring Plant. This is the same banner that was won for the first three months of 1937 by our East Walpole Paper Mills.

Congratulations are certainly due our Norwood mill for this fine achievement which gives us the unusual distinction of keeping the banner within our own organization for six months of the year.

Completing work on the roof of the new section over No. 3 Paper Machine. This is now finished and the additional space has greatly improved working conditions at this location.



BIRD'S NEPONSET REVIEW

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Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board

P. H. Bailey R. C. Floyd

C. W. Conrad B. D. Rogers

Editor Circulation Manager

E. M. Grout A. S. Blaney

Printing Foreman, F. R. Meyer

*Remember, it takes one hundred years
to grow an oak — and for a squash, six
months is sufficient.*

Don't Quit

When things go wrong, as they sometimes
will,
When the road you're trudging seems all up-
hill,

When the funds are low and the debts are high,
And you want to smile, but you have to sigh,
When care is pressing you down a bit,
Rest! if you must—but never quit.

Life is queer, with its twists and turns,
As every one of us sometimes learns.
And many a failure turns about
When he might have won if he stuck it out.
Stick to your task, though the pace seems slow,
You may succeed with another blow.

Often the goal is nearer than
It seems to a faint and faltering man.
Often the struggler has given up
When he might have captured the victor's cup.
And he learned too late, when the night slipped
down,
How close he was to the golden crown.

Success is failure turned inside out,
The silver tints of the clouds of doubt,
And you never can tell how close you are;
It may be near when it seems afar,
So stick to the fight when you're hardest hit,
It's when things seem worst that you mustn't
quit.

Submitted by Frank Eisenhauer.

New Correspondents

You will notice this month a number of new names on the list of correspondents from our various divisions. Three news gatherers from the Shreveport plant and office have also been added and we will hear from them regularly from now on. We welcome all the newcomers.

Both new and old correspondents

have done an unusually good job on the notes in this issue. We know you will like them, and we know we express the sentiments of the entire organization when we say, "Keep up the good work."

Case Dismissed

ON Monday, July 19, papers carried the announcement that the Federal Trade Commission had dismissed its complaint against Bird & Son, inc. which was issued last September charging violation of the Robinson-Patman Act. At that time the newspapers gave the story a great deal of unfavorable publicity and some of the articles made it appear that we were intentionally trying to evade the law. As a matter of fact, at that time not even the Federal Trade Commission itself could interpret the law for us. The formal complaint, which charged that we were making unlawful price discriminations by giving quantity discounts to a large distributor, was in the nature of a test case. The Federal Trade Commission has now ruled that we were operating entirely within the regulations of the law, and has dismissed the case.

Mr. Allen's Statement

Commenting on this dismissal, Mr. Philip R. Allen, Chairman of the Board, said:

"Yes—Bird & Son, inc. has been completely exonerated by the Federal Trade Commission on its complaint charging unlawful price discrimination under the Robinson-Patman Act, but with what ignominy and cost—not the expenses for travel to hearings in Washington, Boston, Chicago, Houston and Dallas—not the expenses for legal services and accountants, although all these items total an enormous figure. The cost that cannot be figured is the time of our principal executives, president, vice president, treasurer and auditor, spent on the case. Then comes the biggest item—the disturbance of mind in our whole organization—in the minds of all our distributors and customers. Since September '30, 1936 we have suffered from the mere fact that it was broadcast over the country that Bird & Son, inc. was charged by the government with committing an illegal act. This headline told of the charge by the

government against Bird & Son last September—on Monday last a dispatch from Washington carried the statement in small type that the Commission approved of "a discount allowed by Bird & Son" and that the complaint had been dismissed. Too many people prejudge an assumed guilt—too few who have done so even notice or see the ultimate vindication.

"However, the Federal Trade Commission is not to blame for this seeming unfairness. Our counsel, Warner, Stackpole & Bradlee, of Boston, tell me that the commission has handled the case with propriety and eminent fairness, under the law. The Robinson-Patman Law is to blame.

Law Itself To Blame

"I believe that the authors of the Robinson-Patman Act intended the law as a protection for honestly conducted businesses against the unfair practices of dishonestly conducted enterprises, but the actual operation of the law seems to have exactly opposite results from the intention of those who devised it.

"It does not protect any honestly conducted business from false accusations.

"It does not protect an honest but financially weak business from a ruinously expensive investigation, with possible bankruptcy.

"Either through the malice, vindictiveness or ignorance of an unscrupulous competitor, an accusation may be made against an honestly conducted business. It is true that the Robinson-Patman Act provides the safeguard of certain preliminary investigation by the commission, but the commission has no power under the Act to make rulings or to take authoritative action except after formal complaint by the commission.

"What honest businessmen require and should demand is authoritative assurance as to their rights, without being subjected to formal complaint. Businessmen the country over must rise up and insist that some way be found to protect the law so as to allow the commission to make rulings—approve price differentials—adjust doubtful matters without subjecting businessmen to the ignominy and expense of formal complaint.

"The efficacy of the law would not be impaired but in my opinion would be greatly increased.

"It is high time for businessmen who have always desired to obey the law and cooperate with government authorities to stand up in their boots, face facts and speak up. There has been of late entirely too much mealy-mouthed grousing and complaisant courtesy of silence.

"The Robinson-Patman Act as the law now stands is a potential menace to every honest business in this country, big and little."

John Korowski

MR. JOHN KOROWSKI, a Bird & Son worker since 1916, passed away at the Norwood Hospital on Sunday, June 27, following a short illness which started with an attack of pleurisy.

Mr. Korowski had always worked at our Roofing Plant, starting there in July 1916 in the Transfer Department. He worked for a short while as a member of the Yard Gang, and then went back to the Transfer and Felt Handling Department. Since 1918 he had been a Gang boss. He was not only a good worker himself, but was very capable in handling those who worked under him.

He is survived by his wife, one child, and a sister who lives in Worcester. To them we extend our sincere sympathy.

Ligmus Portlevicz

ON Sunday, June 27, Mr. Ligmus Portlevicz, a Bird & Son worker for twenty years, died at the Norfolk County Hospital following a long struggle of tuberculosis. He was stricken more than a year ago, and since the end of last year had been confined to the hospital.

He came to work at Bird & Son in May 1917 as a worker in the East Walpole Shipping Department. In 1921 he transferred to the Shipping Department of the Roofing Plant, and since that time has been steadily employed there, both in the Shipping and the Felt Handling Departments.

The funeral services were held at the Warabow Funeral Parlors on Tuesday, June 29, and interment was in the Highland Cemetery. Mr. Portlevicz was unmarried. He is survived by one brother, John, of Norwood, to whom we extend our sincere sympathy.

Questions and Answers

1. How many tons of coal are burned daily at our East Walpole Power Plant?

2. How many beaters are there at our Paper Mill?

3. How much ink is used daily by the Miehle Presses in No. 2 Box Shop?

4. What is the maximum number of Flower Pots which can be set up in a day by one girl?

5. How long a sheet of material can be run into each one of the Undercoat hangers at the Flooring Plant?

Answers to these questions will be found on page 16.

Hospital Notes

Hot Weather Diet

IF your home was overheated you would not think of going into the basement and shoveling more coal on the fire.

Yet many people do a similar thing every summer when they overeat and then wonder why they cannot keep cool. The human body can be compared to a furnace, and the food we eat the fuel.

In selecting a diet it is well to keep this fact in mind. The energy and heat giving foods are fats, sweets, rich cakes and pies and the like. Ideal summer foods are those that have a filling, satisfying effect yet are relatively low in heat-producing value and make no undue demands on the digestive system. Vegetables and fruits, milk and eggs should be the high lights of a summer menu. Iced desserts do much to make the meal a success.

Increased liquid diet should replace the restricted food intake. Some individuals require almost as much as twice the ordinary liquids during the

hot months. For those who suffer from gastro-intestinal disturbances in hot weather, caution should be observed in drinking too large a quantity of iced drinks or taking too much cold food. These individuals will enjoy better health if warm lunches and drinks are served them. Regularity of meals is another important feature to keep in mind. If regularity is observed the stomach is ready at meal time for the task it is about to perform.—News and Views.

Work and Wages

THE great aim of our Government is to protect the weak—to aid them to become strong. Massachusetts is an industrial State. If her people prosper, it must be by that means in some of its broad avenues. How can our people be made strong? Only as they draw their strength from our industries. How can they do that? Only by building up our industries and making them strong. This is fundamental. It is the place to begin. These are the instruments of all our achievement. When they fail, all fails. When they prosper, all prosper. Workmen's compensation, hours and conditions of labor are cold consolations, if there be no employment. And employment can be had only if some one finds it profitable. The greater the profit, the greater the wages.

This is one of the economic lessons of the war. It should be remembered now when taxes are to be laid, and in the period of readjustment. Taxes must be measured by the ability to meet them out of surplus income. Industry must expand or fail. It must show a surplus after all payments of wages, taxes, and returns to investors. Conscription can call once, then all is over.

—Calvin Coolidge.



Helpful Helen, our PBX operator, suggests that you can always Tel-e-phone girl, but WHAT can you tell her!

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
Dorothy McEleney

Bertha Broadley

Ruth Milliken
Pauline Ransom
John Murphy
Josephine Antoine

We welcome George E. Yeomans and G. W. Carr, new Roofing Sales Correspondents.

Doris Pease went for a vacation, but came back minus her tonsils. We are all glad that she recuperated so quickly so that she could still say she had an enjoyable vacation.

We are glad to welcome Donald Eaton to the Office.

A son, born July 19th. Father, Rogers Weed, Roofing Sales Department. Congratulations!

Anna Roundy, Credit Department, has been burning up the roads between East Walpole and Pocasset. She goes down every Friday evening and rushes back late Sunday night or early Monday morning.

Reports have been received that Clarence Morse is well on the road to recovery. Hurry up, Morsie. We miss you!

High Diver

We have a high board diver in the mail-room. None other than Wes-Wes Pierce. Wes came in one Monday after an exhibition with his arm stitched, his face scratched and scarred and, last but not least, a hunk of scalp gone. Wes-Wes' reply to all questions was—"The top of the water was too near the bottom."

The boys in the Mail Room wonder if Ward Gowing ever got to Hartford on his vacation. Last seen in Walpole Center. Wonder if he had any luck.

Bob Mercer was quite disappointed to find out that the big signs on the bulletin boards were advertising the Bird & Son Field Day, and not his wedding, which takes place the same day. Bob is being married to Miss Cerise Alm of Westwood, a former East Walpole teacher. Best wishes and good luck to them both.

We welcome Eleanor Walsh and Eleanor Haire who have recently come to work in the Payroll and Statistical departments respectively.

Congratulations to Ed Fitzhenry who recently graduated from Suffolk Law School. Ed is anxiously awaiting notice that he has passed the Bar examinations which he took in July.

Some office workers went Cape-ward for their vacations—Bill McEntee, Falmouth; Mary Foley, Falmouth; Kay Broderick, Harwichport.

Others enjoyed their vacations in other directions: John Puckey, the wilds of Maine; Helen Curran and Anne Kelliher, Hampton Beach; Betty Lamore, Marblehead; Lou Harriman, Washington, D. C. at the Boy Scout Jamboree; Mary Concannon, Portland, Maine and North Andover, Mass.

Ruth Wilson and Catherine White must have had a rather hectic week in Maine. They both came back badly burned and awfully tired. We are sorry to hear that Ruth is now out because of an infected foot and we all hope that she will soon be back at work.

Frank Vietze must have broken his camera. We haven't seen a picture of the boy for a long time.

Winifred Rhind has been spending the July week ends down at her camp near Newport, R. I., and as we go to press, she goes to camp for a week for a good time.

Notice

For Sale or Rent—Fountain pens of any and all descriptions. Will buy, sell or trade. Apply P. F. Rogers, Statistical Department.

"Duke" Geraghty, the "walloping Lou" of the Mail Room, has his eye on the ball. Every department game he laces the ball out for homers but the best he can do is reach second or third. You'd better take up running one of these days, "Lou".

We wonder if Maurice Godfrey ever got around to take M. L. from the Box Shop to that spaghetti dinner. What, no more beans on Saturday night?

Bob Mercer spent a week in Chicago at the Merchandise Mart during the Fall Furniture Opening the first part of July. He had the laugh on us by escaping that awful heat wave we "enjoyed" at that time.

We are glad to hear that "Chick" Campbell's Father is on the road to recovery after his recent operation.

Lillian Beaulieu spent Fourth of July week-end at Narragansett Pier. Old Sol had his fiery rays turned on full force that week-end according to Lil's sunburn.

Bob MacLeod wishes to thank Bird & Son for the new bike the mail room received. He seems to be the only one who really appreciates it. "Furthermore," he states, "the other messengers are exempt from using it from 10:00 A.M. to 10:15 and 3:00 P.M. to 3:15." He hates walking to the No. 1 Box Shop.

Among the early vacationists in the Stenographic were—Bernice Bechunas who went to Hampton Beach; Mary Stone who went to Lehigh, Pennsylvania; Ruth Anderson at Niagara Falls, and Ruth Milliken at Prince Edward Island. Ward Gowing spent his vacation visiting in Connecticut and New Hampshire.

Eugenie Ekert is welcomed to the Mail Room and Lorraine Taylor and Mrs. Nead to the Stenographic. We hope you will like us.

The "Gay Nineties" just caught up to Kay Broderick. She bought a bicycle recently. Why didn't you get a tandem, Kay?

Alice Field spent her vacation enjoying our delightful New England vacation-land.

On August 28 Peg Owens, Betty Kugel, and Helen Owens sail on the Monarch of Bermuda for a 10-day trip to Bermuda. Of course we know you will enjoy yourselves complete. Happy days and pleasant sailing, gals.

Julia Lewis spent her vacation at Syracuse, Niagara Falls, and Narragansett Pier. This is the second year you've gone to Niagara Falls, Julia. What's in it?

Marjory Cobb of the Stenographic Department left Bird & Son on July 16th to be married on July 31st to Louis Coburn, who is employed at the Floor Covering Plant. Marjory was presented with a Mix-Master and extended the best wishes of all her friends.

My! but aren't the girls taking their Golf seriously.

Bob McIntosh went to Chicago on his vacation.

As the Review goes to press some of us haven't made up our minds where we will spend our vacations, but it will be safe enough to say that Ollie Tetreault, Lil Bartsch, and

Bert Broadley hope to enjoy some sea-breeze somewhere. Martha Clem also is betwixt and between regarding her vacation. It will either be Maine or the White Mountains.

How's the golf, girls? Some of us admit it's got us.

During the latter part of June Stan Blackme, Gene Moore, and Clint Knapp visited the East Walpole office and plant with some of their distributors' representatives. All their friends here at the office were very glad to have seen them again.

Paper Mills

Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Geraghty
Charles Rafuse

Joseph Jarlis

Sophie Novick
Mary Driscoll
Peter Glebus
Ralph Clark
Donald Ross

Mary Nixon has returned to work after two weeks travelling around New York.

We understand that Jean Angus has crossed Niagara Falls off her list of prospective Honeymoon trips, as she went there with her folks on a vacation trip this summer.

Tragedy

Heinie "Bald Top" Nordstrom has finally broken down and confessed that what really "gets him" is his hair falling down and blowing in his eyes!

Ernest Stather trekked out to Indiana to spend his vacation.

Bill Harper enjoyed two weeks of fishing in Maine on his vacation. What, no fish stories yet, Bill?

John Wozniak is now sporting a new Old mobile Sedan. Johnny says, "Watch me get them now!"

"Babe" Connolly is planning a trip to Canada to see the five Dionnes.

Cornelius Driscoll, Louis Polevitch and Patrick Costello have returned to work after traveling around the country.

It's a Fact

Don't tell Sophie we told you, but Sophie Novick was so excited the night of Marjory Cobb's shower that she stopped at a green traffic light!

Where was Jack McLennan on the last fishing trip that the paper makers had? Would we hear some fish stories then!

Bill Patterson and family have gone Westerly, R. I., on vacation.

Robert L. and Donald A. Hubbard enjoying themselves while on a vacation with their father, Lawrence Hubbard of No. 2 Box Shop.



Ruth Koch was slowly "going to the dogs", but was in such a big hurry to get away with her winnings that she has been hobbling ever since. She claims "Swiftly" is going to be her choice from now on.

Mario Boragine is now sporting a new Buick Sedan. What's the matter with the Pontiac, Mike? Has Shorty finally convinced you to buy a good car?

Best Wishes

Harold Tracey won't be single any more after August 28th.

Perley Mudgett spent his vacation on a trip to Niagara Falls and the old home town down Bangor way.

John Walsh is back at work after spending his vacation in Canada.

John Poulousky spent his vacation in Lawrence.

The paper mill boys are wondering if George Abbott can tell them the score of the baseball game between Roofing and the Paper Mill on Monday, July 19.

Phillipsdale, R. I., Mill

*Rexford H. Salisbury
David S. Lowry*

*John H. Nolan
Leslie E. Howard*

Now is the time we are hearing tall stories about vacations. Henry Phelps enjoyed his trip to Maine but he should have taken lessons from Walter Gill on fishing. Charlie Anthony should start his vacation on other days than July Fourth or keep out of traffic—he spent part of his vacation waiting for his car to be fixed. Charlie McLoughlin took in a Polish picnic—but never again!

Helge Holter is breaking in his new Dodge on trips to New Hampshire.

Steve Baron's pig jumped a fence and disappeared in the woods while Steve was at work. His wife called him home and he finally caught the animal with the help of his neighbors and a pair of bloodhounds.

Mr. and Mrs. Helge Holter received congratulations on May 24th on their 25th anniversary.

We welcome Sam Scott who has started to work in the office.

Our soft-ball team is providing lots of exercise and some entertainment for both players and spectators but we haven't yet got into our winning streak. We expect to be ready by August 21 however!

**Box Factories
No. 1 Box Shop**

*John P. Walsh
Earl Boyden*

*John Phelan
Helen Sironka*

Sigurd Gustafson

Sadie Rafuse is planning to spend her vacation deep sea fishing in an oyster schooner.

Babe Costello and George Silva are the proud daddys to baby boys.

Arthur Colburn enjoyed two weeks at Brunswick and East Harpswell, Maine.

Ralph Watson spent his vacation at Lake Aranacook, Maine. He reports poor fishing.

New cars include—Lewis Hartford, Chevrolet; Bill Reardon, Chrysler and Ed Morrissey, Ford.

We are sorry to hear that Lucy Troiano is ill at the Norwood Hospital. We wish you a speedy recovery, Rosie.

Due to bad weather conditions, Sophie

Sienkiewicz spent part of her vacation at home catching up on some much needed sleep.

Midnight crooner

James Mulvehill is a proud father—it's a baby girl. Incidentally, Jim is attending "McCreedy's Lullaby School."

Nellie Winskas, Betty Kugel, Jane Kwiatkowski and Alice Polousky enjoyed a vacation at Lake Winnepesaukee, N. H.

Lewis Walters spent two quiet weeks at home.

James Smith enjoyed a week on a sloop (or sailboat to you), sailing up the coast toward Maine.

LOST!

Jack Cononi was found wandering around in the Norwood Junior High School corridors, looking for the Norwood Hospital. It's tough to be a stranger in these hyah parts.

Amelia Galgauskas reports a very good time was had at Hampton Beach with friends, even though the bus did leave them stranded for about three hours on the way home.

Earl Boyden took a motor trip to Pennsylvania and returned through the White Mountains in New Hampshire, covering seven states.

Anne Stasis and Pauline Kasulinos report an excellent time at Hampton Beach, New Hampshire.

Ed Morrissey won't have to burn up the road any more to see his girl friend since he moved to East Walpole a short while ago.

Domenica Lipinsky spent her two weeks vacation at Plymouth.

Genevi Carroll enjoyed a week at Nantasket Beach.

Vaughn D. Lowerison motored to Nova Scotia.

Mary Lestan took a motor trip to Pittsburg, Pa. and Akron, Ohio.

Revell Fisher had a farewell party for his old Ford when he traded it in for a Packard.

Power—But No Control

Jim Maguire is asking for estimates for moving his house so Jack O'Donnell won't ruin it when golfing at the Walpole Country Club.

John Dempsey is recuperating at home. Hope you are back with us soon, John.

Henry Dowdie is still the champion breeder. First it was hens, then ducks and more lately pigeons and now we find that he has 10 new police dogs, all from one litter. What next, Henry?

Peter Petroni and Joe Truskowski look very nice in their new Stein-Hall uniforms. They look like a couple of aviators.

All fellow workers of Louis Kozak wish him a quick recovery from his recent accident.

Al Julius just returned from his vacation but does not know whether he had a good time or not.

The following men all reported a pleasant vacation: Herman Lauble, touring New York State and New Hampshire; Lloyd Hansen at his old New Hampshire home; Larry Hassler at Norfolk; Mike Sam at Weld Avenue; Tom Paquette at Swifts Beach; Sam DeChellis on his farm; John Dixon at St. Albans, Vt.; Walter McKenna at Rocky Nook; John Cooke at Contoocook, N. H.; Pete McCall at Point Independence; and Al Balnis at Lawrence, Mass., Hampton Beach and Old Orchard. Peter Petroni can't be listed here because he spent his two weeks vacation in bed with Hay Fever.

Joe Silva is the proud father of a new baby son. Congratulations, Joe.

Helen Dauksewicz and Statia Zabrowski stepped out at the Mayfair the other night.



In the good old summer time, "Whitey Hercules" Lane of the Roofing Plant balances Bob McKenna and Kenneth Hutchins on his shoulders at the South Norwood swimming pool.

They have already signed up the boys for another date at the "Casa Madrid". The boy friends must be politicians to stand this pace.

Paddy MacDonald is sporting a new to him Plymouth Coupe, and Maynard Monroe drives around in a new Ford Coupe.

We are glad to have Jim Capone back with us after a three months' period of illness.

Tony Unaley is driving a new-to-him Packard these days. You must feel like a midget in such a large buggy, Tony.

No. 2 Box Shop

*Mary Bellew
Josephine Rose
Alice Brady*

*Alma Walsh
Rose Ruggiero
Vaughn Allen*

Frank Hartig in his vacation travels will spend a week at Hampton Beach, the spot where the bettah people go.

Ambrose Fitzpatrick of FX2 has just returned from his stay at Fieldston. He claims the scenery is grand.

Victor Taggart and a party of friends motored to Nova Scotia to spend their vacation. They report a very pleasant trip.

Nora Reardon spent 4th of July week end at Pascoag, R. I.

Be Careful, Now!

Hokus Heikkila is spending his vacation in Maine. We hope he doesn't fall off the hay-wagon as he did last year.

Marriages and vacations seem to be the two main events at No. 2 Box Shop right now.

We can boast of two brides. Astrid Anderson became the bride of Mario Milani of Providence and Gilda Campagna is now Mrs. Dewey Tronti. We wish both girls lots of luck and happiness.

And now, please—no more marriages for a while!

Vacationers include Anthony Montisano at Onset, Edgar Bigelow and Henry Smith in Maine and Nova Scotia. Imogene Frank and Louise Capone decided just to relax at home. **It'll Come Out All Right**

Some of the girls are worried about Guy Hoyt, for he's getting a little thin on top.

Leslie Hall spent an enjoyable two weeks at Boothbay Harbor, fishing.

Delia O'Donnell has returned to work after two weeks vacation, part of which was spent at Osterville on the Cape.

The Ruggiero sisters enjoyed their vacation at Old Orchard, Maine and Provincetown.

Rose Tronti has returned from her vacation and she surely has some tan!

Can't Take It

Since Frank Eisenhower has joined the ranks of the Benedicts, baseball has become a little rough. He was rendered "hors de combat" in the recent game between No. 2 Box Shop and the Roofing Mill. Better stick to knitting, Frank.

John Sigemund spent 4th of July week end in New York.

Howard Young has spent one week of his vacation at North Harpswell, Maine, and is looking forward to a second week at the same place.

Best of luck to Paul Hunt who has left us to accept a position with Western Electric Co. in New Jersey.

Declare a Holiday!

What do you know, boys, "Red" Johnson got a hit in the ball game the other night!

Fred Morrison claims red paint is better for your hair than any tonic.

Frank Eisenhower just had a new addition to his family—he bought a dog.

We may be a little late, but better late than never. Congratulations to Arsene Marchand on the birth of twins, Daisy and Violet on May 5.

More vacations include: Alice Brady, New York City; Catherine Brady, Pennsylvania; Mary Bellew at the Cape and Martha McLauchlan at the Weirs.

Oui, Monsieur

Mr. Tupper is going to learn a little French on his vacation. He is going to tour Canada.

The old Brigade Room has gone high hat. During noon hour everybody plays bridge.

After your vacation is over, and the other fellow is just having his, it kinda makes you wish you had waited. Well, that's life, we guess.

Laurence Hubbard decided to see America first, so he spent his vacation touring New York State.

Frank O'Neil came to work last Monday all smiles. Fitz. was back on the job.

Amos Dixon is spending his vacation down East.

Looks like Helen Ceglarski is making great preparations for her vacation which she is to spend at Lake Archer. Don't forget to come back, Helen.

We hear that Mattie McLauchlan is having trouble locating the 19th hole at the Walpole Country Club.

Roy Fullerton has set the style for motoring in his 1926 Dusenbergsport phaeton.

Roofing Mill and Office

George Lane
Stanley Phillips
John White

Harold Mattson
Tony Richardi
Bruce Farrar

Maxmillan Rabinovitch

Old Sol had quite a long wait for Tom Concannon this year, but finally it happened. He is just getting over his annual sunburn.

Our soldier boy, Eino DiBerto, is at Bourne encampment for two weeks.

Anyone interested in a fishing trip see "Stan" Jurgelevich.

We welcome Vincent DeLaiarro to the Granule Plant.

James Phalen is the proud pappy of a BBB (bouncing baby boy).

Stanley Sallie is sporting around in a new Chevrolet.

We are all glad to see Jack Taft around



May we present Bobby Hertel, son of Louis Hertel, No. 2 Box Shop. Bobby informs us that he is seven months old, Yes sir.

again. He broke his leg while skiing during the winter, but now is looking about as well as ever.

Champions Again

The Roofing Mill ball team is knocking over the opposition as often as the rain will let us get at them. We have a few new members on the team this year—Mose Bader, former Norwood High player, Joe Pawlowski and Joe Swasey.

Whenever John Valma, our ex-ice man gets up too much steam these sultry days, he just thinks back to the good old days on the wagon and promptly cools off.

Emil Anderson had quite a time touring Maine with a stop over at Caribou. He says it is just like the United States.

Paul Calderone is back at work after an enjoyable trip through New York state.

Joseph Quinn can be seen Saturday nights at the Raymor, "trucking" with some of the city's choice females. He is known as "William" to the girls.

Stanley Phillips, foreman in the Insul Bric is in the news again. This time it is his tennis ability. He won four matches in the Hearst tournament in Boston before being eliminated. On being asked the secret of his success, he gave all credit to the training he gets walking around on the cement floor.

It is said that Whitey Lane is getting to be real nice about treating the boys to ice cream on paydays. Ask him about it.

Tall Story of the Month

In the days when Leslie Forrester was in the cow business, a neighboring herdsman accused him of stealing a cow and brought suit against him. On the day of the trial, Les took his sawed-off shot gun, threw it over his shoulder and rode to town to attend Court. "Yes sir," he tells us, "I walked right down the middle aisle of the Court room, sat down in the front row and laid my shot gun across my lap. Just before the trial began, I looks the Judge straight in the eye and I says, 'Judge,' I says, 'If you accuse me of stealing that cow I'll blow your consarn brains out'."

Our hero, golden voiced Ted Pieczonka of minstrel fame, makes frequent trips over the country roads to Natick. Ted says he can hardly wait for August 21, when he will be seen at Bird Park with his big bunch of feminine charm.

Tony Lucas spent his vacation in his home town, Worcester, with a few days at Norton Reservoir (Isn't that near Wheaton College?)

Where did Joe Quinn get the monicker "The Nagasaki Kid?"

Some of the boys are considering buying George Kozak a camera, so that he can get a picture as he questions them.

We got quite a start a few days ago when a Walpole Police car, followed by the Norwood Ambulance raced into the mill yard. Steve Conroy came looking for a man who had been hurt. We couldn't produce the victim, because as we learned later, he had been hurt at East Walpole by a train. The injured man was Tom Brennan who works at our neighboring mill, Hollingsworth and Vose. We are glad to report that while his injuries were serious, he is coming along nicely at the Norwood Hospital.

Izaak Walton

Billy Bothwell and Al Whitmore have joined the Izzie Walton Club and are now enthusiastic anglers.

The same goes for Scotty Phelan and Whitey Lane who manage to get out on the high seas about every Sunday trying for the big ones.

Tony Utorka is planning to take in a lot of territory on his vacation. Starting with New York, next on the list will be Atlantic City, then Philadelphia, Buffalo, Detroit and finally Chicago.

Paavo Faalt spent his vacation at Home Beach, South Norwood, Mass.

Our first aid methods get results every time. Ralph Kemp came to the first aid room a few days ago complaining of indigestion. He was fixed up all right. He had his appendix out at 11:00 P.M. that night! He is feeling very well now, thank you.

Recently Leslie Forrester's son-in-law went into a bakery business in a nearby town and in order to drum up business, he gave a roast duck to every customer that bought a loaf of bread. On top of that he had a live duck in a glass cage. If a customer, when buying the bread, could guess the weight of the live duck, he could have it.

Mario Tomasetti, genial blacksmith, was married to Jennie Zanneni of Warwick, R. I. on Monday, July 26. The couple are residing in East Dedham. They received two handsome electric lamps as a wedding gift from workers in Mario's department.

James and Joseph Quinn vacationed at Provincetown, Tony Milus at Nantasket, Henry Smith at Swift's Beach, Hugh Gardiner at Old Orchard.

Incidentally, Hugh has purchased a new to him car.

In the Milton Alps

James Hanley is going in for mountain climbing in a big way. He was seen ascending Blue Hill with James, Jr. Dressed in Swiss costumes, they made a colorful pair to the crowds watching below.

More about Fishing

The Roofing Shipping department had their second annual deep sea fishing trip and while the attendance wasn't too strong, all reported a good time.

Whitey Lane spent his vacation visiting New York and Philadelphia, winding up with five days at Atlantic City.

Joe Hill, our songbird, has left us to go with the Morse Lumber Co. (How quiet it is here now!)

Ted Russell Saunders Pieczonka's new Chevrolet wanders to Natick by itself now.

Peter Maduskine will move into his new home on Prospect Avenue, Norwood the first of August.

John Landers is being congratulated on the birth of a son.

P.S. We were, perhaps, a little previous in a preceding paragraph in speaking about our ball team's good record. If they never lose another, they have one good licking to their credit. Score—Main Mill 13, Roofing Mill, 4.

Vacations have been many and varied this year. A few to date:

Bill Bishop to Nova Scotia. Bill made up the rear guard for the parade that went when the Flooring plant shut down.

Beverly Ballard and Newell Tibbetts went to Maine. They said that another week to rest up in would be great.

Ed Hiller took one week early to go to Annapolis to be at the graduation exercises at a school down there.

The ranks of the benedicts acquired a new member in the person of John McDonald who signed up last month. Now he is going to Spain for a little quiet, sez he.

Museum Piece

Pierino Palazzi has a great time with that buggy of his. He has had it two years, but as yet no one here has seen it. Rumor has it that he keeps it under glass and employs a night watchman.

We were all very sorry to hear of the death of John Korowski a short time ago. He had been a member of the Felt Handling gang for a long time and was well known and liked by every one who knew him.

Flooring Mill and Office

Angelo Macchi
Thomas Paquette
Laurence Gammell

Leon Zinkowsky
Albin Vietze
Thomas Burns

Wanted—One capable, razzle-dazzle, rootin-tootin, ballyhoo fight promoter. Recommendation required. We have two willing and able students of the manly art, with slight experience, in fact, with only one bout under their respective belts. Any money so gained shall be split evenly. Apply Flooring Undercoat Department.

John McDougall was the proud father of an 8 pound baby boy.

We were recently represented at Hampton by our two good will ambassadors Wilho Wauhkonen and George Pearson, who caused many a feminine heart to flutter as they say, by their manly exhibitions. In fact these exhibitions were so manly that Georgie returned home minus four teeth. He must have

The pollock were running good the day that Lawrence Hubbard, Henry Smith and Herbert Johnson, all of No. 2 Box Shop, caught these fine specimens off Chatham in the Cape.



bumped into a tiger shark while swimming.

Evan Ostrom and Raymond Boyden and their families have planned an extensive camping tour of Northern New England and Canada. By the time this is printed they will no doubt have related their wild and woolly adventures plus a few fish stories.

Warren Johnson will spend his vacation swimming at Newport, R. I., where he resides.

William Ristom spent his vacation on the porch of his home on Pleasant Street, overlooking the Undercoat department where he works. Perhaps in his reveries he has formulated some new plan of getting to work without walking down hill.

General Peter Didick, our sterling National Guard, spent two weeks at the Camp on the Cape. General Pete should ask the *Review* to publish his picture in full dress uniform. A uniform has been known to attract the opposite sex before, and this is a swell opportunity.

DOGS BOARDED

free of charge while on your vacation. See Larry Bishop, Flooring Plant.

Allan Hill spent his vacation blueberrying, fishing and acquiring a sun tan. Allan also has caught a very large fish, so he says.

"Wiffle" Ecklund spent a quiet week in the wilds of Ashburnham. Wiffle must have felt quite at home, particularly when the wolves were around.

Natale Cordo went visiting in Connecticut.

Don't Doubt It

When Larry Bishop, our former messenger, heard that a beautiful girl from the office was coming down to his department, he ran to his locker and put on his new pair of pants.

Stephen Mellish, William Radzwill, and John Frucci divided their vacations between home and the seashore.

George Pearson has planned a Labor Day trip to Hampton Beach in hopes that he may find his missing molars somewhere in the sands.

About those whoopers that jumped out of the water and were so-o-o- long, but darn it, they got away—we hope the boys bring home something original for stories this year.

Carl Hamilton and John Smith spent a grand and glorious 4th at Eastport, Maine. Carl, like the proverbial street car conductor who rides on his day off, spent the week helping around the farm.

Robert Wilson spent his vacation at the Weirs, at Lake Winnepesaukee, N. H.

Still Alive

Dewey Beach has purchased a new to him 1930 Chevrolet. We wish to correct the item recently published in these pages to the effect that Dewey's dog would be dead by the time that *Review* appeared. We find that Dewey still holds a tender spot in his heart for this poor beast which is still cavorting around.

Alex Morrison and James Porter spent their vacations in Canada.

Walter Wallis has the knack of finding "hot spots". He found it 125 degrees in Dedham and 115 degrees in Plymouth recently.

Chicago Mill and Office

Gladys Davis
Raymond Gusick

Edward Stadt
E. G. Manteffel

Thank You, Wally

Wally Bauer most generously treated the Chicago office with a large box of candy. It



Presenting Miss Mabel Shackley, 15 months' old daughter of George Shackley, who works at our Roofing Plant.

came as quite a surprise and was very, very much appreciated.

Lonesome

The old place doesn't seem the same since some of the old gang went South. Best of luck Wally Bauer, Fred Robie and Dick Johnson—all of whom are now at the Shreveport office. Well—do come up 'n see us some time.

Fore

Messrs. Altman, Hanna, J. W. Smith and Wilson had an exciting game of golf on a Saturday recently, Hanna and Wilson losing 5 cents to Altman and Smith. At any rate they are all rejoicing to be able to be about after an attack of golf-green rheumatism. It isn't much of a recovery as all are still creeping bent.

Oakes vs. Conroy

Emmet Oakes asked Tom Conroy what the code "Dept. RC" at East Walpole stands for. Tom's answer was "Rush the Cash."

Newcomers

We all welcome Richard Newton Potter and Bill Quinn to the Bird organization.

Back from grand and glorious vacations—

Jim Stanek, who claims there's not a turkey in Turkey Run.

Harold Rohrback, who claims the best state he passed through on his way to Yellowstone was South Dakota. They have the nicest roads.

Herb Schreiber turned his vacation into a honeymoon as we expected. He and his bride billed and cooed down on a farm in Michigan.

Joe Voltmer held down the little green bench on his front porch and just rested.

Ludwig Peterson we think had a good time because we did not hear a word about it.

Another Sister Team

The Falstrom sisters have been sporting a swell coat of tan. The sun is really bright these evenings in Chicago.

Southern Gentlemen

R. Y. Hand (Kentucky salesman) has paid Chicago office several visits recently. On his last trip he was accompanied by Mr. William Brown of the Kentucky Millwork Company of Louisville.

F. L. Marshall was in Chicago over the week end of July 17. We have a faint sus-



Completed addition to the No. 3 Paper Machine room as seen from the lower mill yard.

picion that he just wanted to show off his new Pontiac.

John Matcha is at Crooked Lake trying to catch "Oscar" but he said he would be satisfied with "Minnie".

Ray Gusick is headed for Fox Lake, Turkey Run and Minnesota.

Signs of good times—

Oscar Bowman buying a Chevrolet

Arthur Julian a Nash

Oliver Cozzi a new Ford V-8

William Overholt a new DeSoto

Joe Lance an Oldsmobile

Richard Lance a Nash

We were in the dark as to why James Cannon was asking about good bargains in household equipment until we found out he tied the knot on April 10th.

We enjoyed the company of Malcolm Davis who was with us for a too short period, before going to Shreveport. A good sport and a good egg.

The Master Mind

R. K. Smith has been spending no little time mastering the intricacies of the new telephone system. He is now giving Bud Becker the low-down in its mechanism. He says his engineering course comes in handy.

Who Said That!

J. J. (Bud) Plum of Cincinnati, Ohio spent his vacation in Chicago. He claims that the air here is very invigorating and it feels good to come into a territory where competition is hardly noticeable.

Tsk Tsk

Manny has been telling family secrets. He says his brother, Walter, fell in love with the girl of his dreams and is now looking for a mirage license.

That Sales Dept.

Smitty, over phone, spelling name not understandable—"G—yes G—as in alphabet."

Incidentally

Mahlon Parker has decided that washing up floor helps him reduce. It seems he turned out to be a floor flusher.

Bum Pun Department

Remember—the Summer Resort mattresses of today are the ironing boards of tomorrow.

Shreveport Mill and Office

Vivian Richmond

Charles Houghton

Harvey Beauchamp

Since the grand opening of the Shreveport Office on July 1st the office personnel has steadily grown from three until it has reached fifteen. Here's hoping that within a few years it will rival the Chicago office. Before the office officially opened we three, Miss Richmond, C. E. Houghton and H. B. Beauchamp had a little experience in all branches of the office routine from checking in freight to answering employment applications.

This ole southern sun really did greet the Yankees when they arrived. Anyone doubting this statement should ask Dick Johnson, Mr. Barney Soward, or F. C. Robie.

"Bo" Beauchamp has been trying to figure why Mr. Soward would not carry his own clothes to the laundry. He claims lack of time but we wonder—?

What about this night work that has been going on lately, Colonel Robie?

Judging by the results seen during our last big dance in the "Casino Bird" we have a dancing master in Willie Smith.

Mr. Peterson did a mighty good job of cutting the watermelons and serving them to some sixty or more guests the other night.

Miss Mars, our brightest star, really has a nice "operator" voice when answering the calls of the office staff.

Miss McMurey and Miss Parry have transcribers well under control.

Our baseball team is getting along very nicely with Mr. "Barnimus" Soward catching, Mr. Peterson pitching, Colonel Robie 1st base, Dick Johnson 2nd base, "BO" Beauchamp 3rd base, Eddie Houghton short stop, Wallie Bauer left field, Willie Smith center field, Mr. Young right field and Mr. Miller umpire. This team really would be good if we had ever practiced but as we have no balls, gloves or bats or, worse yet, no playing diamond we still think we have a good team.

Ooooo! Miss Slaughter you can erase that mistake.

Among our recent visitors—

We have been happy to have with us from time to time Mr. Houston with the Central Wholesale Co., Mr. Houston with the Standard Roofing Co., Inc., Mr. Roensch with Gulf Building Products Co., and Mr. Chas. Conrad, Jr.

Louisiana State University was represented in the plant by two football players, E. P. Cunningham and C. Vallence, who look like potential All-Americans. Cunningham ate a little too many green bananas, though, the other day and is a little under the weather.

L. G. Miller, transferred from Berry Asphalt, is trying to break a record of sorts. He's succeeded in getting three sets of auto plates since the first of the year. He was doing nobly on Arkansas plates for several weeks until the law stepped in and forced the buying of the third set.

Harvard University is represented in the plant by a pipe smoking business student, Joe McKean. Perhaps L.S.U. and Harvard can arrange a football relationship in the future.

Bill Harvin, Plant Engineer, has been having his troubles with automobile salesmen. Somehow it became known he was looking for a new car. He's now holding off pitting one salesman against the other. Survival of the fittest idea you know.

The Marlar Bros. and O. L. Palmer from Waterloo, Arkansas, are among those present twisting pipe and making a roofing plant out of a cotton mill.

The Sanders Bros., C. I. Motes, and O. Shufflin, local Shreveporters are also helping the Shreveport plant to grow.

There's a story going the rounds that the Waterloo boys are the ones responsible for the seven cats wandering around the plant. Threats being made on all sides to cause seven drownings, but one cat happens to be all black and superstition still exists, even in the South.

J. G. Young has left the fold of Henry Ford and become one of those who has tried all three. Perhaps Major Bowes helped the sale. But even a Chrysler product runs out of gas.

Wally Bauer, down from the Chicago plant, has a notable crew of Stephen Fechts', one is even named Lightning'.

Answers to Questions

on Page 11

1. About 230 tons each day.
2. There are 22 beaters.
3. About 50 pounds daily.
4. The speed of set-up varies with the size of the Flower Pot, but on the most convenient size for handling one girl can set up approximately 10,000 in a day.
5. A full hanger at the Undercoat Department will hold a sheet 3.4 miles long.

"Does your husband worry over your grocery bill?"

"No. He says there's no sense both him and the grocer worrying over the same account."

The esteem of those we esteem is among the most delightful sensations of the human heart.

—John Marshall

Take Salt in Hot Weather



Salt tablets are being more and more appreciated by the men who have to work in hot locations during the warm weather. This is Walter Bisdack using the salt dispenser near No. 3 Paper Machine.

"They Were Men From the Heels Up"

ON the 5th of September, 1918 the United States Naval Transport "Mount Vernon" largely manned with Boston and New England men, was bound for New York from France with a cargo of helplessly wounded soldiers. Suddenly almost without warning a German submarine appeared and fired a torpedo which hit the "Mount Vernon" almost directly amidships. How that ship made port without assistance from anyone is a story of heroism seldom equalled anywhere. One of the officers on that ship was Paul A. Guttormsen, our Chief Engineer.

Once a year on that anniversary, those of her crew living in this vicinity get together for a reunion in Boston; commenting on this fact, Bill Cunningham—Sports writer in the Boston Post—recently gave a brilliant account of that unforgettable day in his Sports column. Cunningham pays particular tribute to the courage of every man on board. He says, "The force of the explosion from this direct hit was so great that the huge ship seemed to have been lifted completely out of the water. Even the steel decks on the top side were twisted like so much tin. A great hole was torn in the middle of the ship. One of the fore rooms was destroyed and the middle portion of the vessel was flooded from side to side along the length of 150 feet.

"Of the 'Mount Vernon' crew 35 were killed outright and two others subsequently died of injuries. The excitement, of course, was terrific, but not even when death seemed sure for everybody aboard did discipline break. Not a man went near a life boat. 'Abandon Ship' was never sounded. Not even the 'Black Gang' in the hold came up. The stories of heroism, self-sacrifice, self-forgetfulness, in that next half hour would fill many columns of the size of this. I won't endeavor to tell any of them here. Suffice it to say that the submarine made a clean getaway with a swift and expert dive, although every gun of every ship in the vicinity blazed away at where it had been, and the 'Mount Vernon' for all its near mortal wound made its way into port to establish the record of being the only vessel in any Navy to be torpedoed at sea and make port in charge of its own crew without assistance of any sort from anybody.

"They were men back there; they are even better men today. Here's our best salute, gents, from some of us who rode with you. Not even a couple of tons of liddite could more than slow you down."

Soccer

By John H. White

WINNING the Eastern State Championship, our Soccer Team has ended its 1936-37 Season, and the Management write it off as a very successful year.

In the State Championship Cup series we fought our way to the Eastern State Championship by defeating Clan MacGregor of Quincy, 5 goals to two, at Riverside Park in Medford.

We then had to meet Gremio Lusitania of Ludlow, winners of the Western finals in the Grand Finals for the State Cup and the title. This was a two-game home-and-home series. Bird & Son was defeated at Ludlow in the first game, 5-0.

Facing a supposedly hopeless task in the second game at East Walpole, we had made the count 5-4 at half time, and with the team playing superb Soccer, and the large crowd shouting their throats sore, Bird & Son boys worked their hearts out, but luck was against them in the second half—and the cup and title

finally went to Springfield on a 7-5 score.

Both teams participating in the Eastern Finals will receive gold rings from the State Association. The scores in the Eastern Finals for Bird & Son were—

Billie Golden —3 goals
Hugh Gardiner —1 goal
Jack Smith —1 goal

Goal scores in the Grand Finals game—

Jack Smith —3 goals
Billie Golden —1 goal
Jack McAllister —1 goal

In the Boston and District League, Bird & Son won 10 games, lost 6, and tied one during the Season, finishing in a 3-way tie for third place.

A Baby Was Born

A baby was born in America every 14 seconds last year. Born in hope and pain. Born to infinite possibilities. Another miracle on earth.

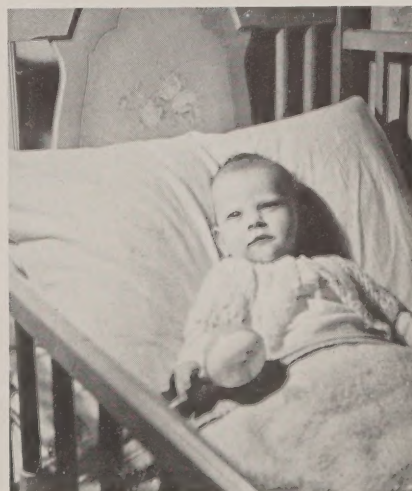
Perhaps a merchant prince . . . perhaps an industrial chief . . . perhaps a scientist . . . artist . . . doctor . . . President. Hopes, ambitions, prayers go with him.

All this will come to naught for seven thousand babies born last year. They will be killed by needless accidents before their fifth birthday. Only the fifth!

This is but part of the tragic toll of accidents in the United States.

—Ripco Ripples.

Greetings and salutations from Donald Raymond Parker, son of Mahlon Parker of our Chicago office.



Equipment Tested At Flooring Plant

WITH the hope that it might prove more effective than our present equipment in fighting naphtha fires, a new type of vapor nozzle was tested by our Flooring Fire Department on Friday, June 4, at the dump in back of the new Flooring warehouse. Executives of our own plants, and the Fire Chiefs of Norwood and Walpole were present to witness this new type of nozzle which is easily adjustable for throwing a full stream of water or dispersing the stream into a vapor-like fog which in theory is supposed to act as a blanket of water and smother a hot

fire such as a naphtha fire. Actually, the test here was not a success as the men were not able to extinguish the blaze for many minutes. With our regular Foamite Fire Foam which has been standard equipment with us for some time, we are able to put out such a blaze within two or three minutes.

The series of pictures in the next column shows the test being made.

1. Frank Fisher, Safety Inspector, is lighting the two tanks which contained 55 gallons of naphtha.
2. Shows the blaze at its height just before the vapor spray was applied.
3. Shows two of our Floor workers, Nunzio Famigletti and Mike Sullivan, using the vapor nozzle on one tank while the fire continued to burn in the other. After a number of minutes of unsuccessful fire fighting with this nozzle the water was shut off and a different type of vapor nozzle attached to the hose.
4. Shows the men using this other type of nozzle with which the spray could be applied vertically. This proved more effective and finally extinguished the fire.

This test showed that our Foamite equipment is still the best thing available to fight such a fire, and we are continuing with this equipment at the Flooring Plant.

Four Workers Have Lost Time Accidents

ALTHOUGH we have only had nine lost time accidents this year, as compared with twelve a year ago at this time, it has been more than six months since we have had a month with a perfect record. Let's tighten our belts and try again for that best of all records—a NO ACCIDENT MONTH.

Two accidents spoiled the June record, both of them at the East Walpole Plants. The first one was on June 3 when John Dempsey, Corrugated Box Finishing Department, injured his foot on the feed roll of a press. He was standing on the feeding hopper of the machine putting ink on the press roll and his foot was pulled into the feed roll as the



An eight pound Great Northern Pike 36" long caught at Lake Bomoseen, Vt. last month, and the proud fisherman with the smile of satisfaction is none other than Frank Clem of the Flooring Laboratory.

pile was fed out, cutting his foot and breaking two toes.

On June 14 George Doderer of the Beater Room crushed and fractured his left hand and wrist by foolishly opening a pump while it was running and attempting to clean it out. The plunger came down onto his left hand and injured it badly.

One lost time accident for July happened on the 12th in the Combiner Room of the No. 1 Box Shop. Louis Kozak slipped as he was cleaning rolls on the machine and was caught between a set of combining rolls, cutting his left forearm and fracturing his left middle finger.

The second accident of the month was a serious one and occurred on July 26 at the No. 1 Box Shop. John Hayes of the Corrugated Finishing Department was helping feed large sheet of slightly curled stock into the slotter and creaser, guiding it with both hands. The sheet slipped and his left hand went in between two rolls. The operator of the machine was at the stop switch and shut off the power immediately but the machine "coasted" for a number of revolutions, with the result that Hayes lost his thumb entirely and severely injured his whole left hand. It will be many weeks before he is able to work again.

Nobody enjoys hearing about an accident—much less being on the receiving end of one. How about making August a NO ACCIDENT MONTH? It can be done.



Golf League Closes Schedule

By Charles Sumner

THE Men's Golf League is closing its 1937 schedule with the matches scheduled for the week of July 26. Competition between the two teams has been very keen and at the present writing the Birdies are leading the Eagles 101 points to 94, but the final week's matches are yet to be played and the outcome is still very much in doubt.

The league sponsored an 18 hole medal play tournament for its members on Saturday, June 12. Prizes were awarded as follows:

Class A

Low Gross—Karl Wurzel 77, John Woloshyn 77.

Low Net—H. G. Ingraham 94-26-68.

Runner Up Net—J. J. Bradley 91-18-73.

Class B

Low Gross—Martin Wallace 85.

Low Net—Ralph Farris 121-40-81.

Runner Up Net—F. X. Ferney 116-27-89.

Highest Score—John Decosta 134.

A second tournament was held on Saturday, July 17. Prizes were awarded on the basis of the best selected 12 holes using two thirds handicap as follows:

Class A

First Prize—R. F. Mackintosh 55-18-37.

Second Prize—Gareth Rouillard 50-12-38.

Third Prize—John Woloshyn 44-5-39.

Class B

First Prize—F. X. Ferney 63-21-42.

Second Prize—S. E. Miller 70-23-47.

Third Prize—R. H. Sumner 66-18-48.

A final tournament is planned for Saturday, August 7 to wind up a most successful season.

The winning team of the Girls' League is still in doubt although the sandblasters captained by Velma Cobb are leading the Divot Diggers captained by Louise Percy 10 points to 7. The league has made a fine start this year and next season should see several more girls playing regularly in the scheduled matches.

Suggestion Awards

JUNE

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Regrinding Knives on Hex and Art Wall Dies—Charles Chorlton, Jr., FBM
Air Line to Stacker on FXRM13—Ernest Field, FXR24

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Wearing Washers for Kiln Bearings FBK—Howard C. Bearce, FBW
Use Wooden Covers on Scalping Screens—Richard E. Gorman, FBW
Eliminate One Support on Elevator Gates at FX1—George Klimauskas, FXTIE4
Die Lift on Blank Press—Frank J. LaCivita, FXB
Weld Shaft on Tail Board of Truck—John Lobisser, EMT
Different Type of Explosion Doors on Boilers—John M. McLennan, ERB
Larger Man Hole at FBB Storage Tanks—Joseph Serratore, FBY
Roll for Pulling Out Cores at FXCM-2—Richard Sprague, FXC
Fill in Dead Trench—Domenic Triventi, FBPM6

Howard Bearce, FBW and John Lobisser, EMT received awards of \$10.00 each for five accepted suggestions.

JULY

The following suggestions were classified as showing a Saving in Manufacturing Cost and were given an award of \$10.00 each:

Check Weight and Gallonage on Tank Car Shipments of Flux

—Mahlon Parker, Chicago Office

Screen the Varnish in FFG Before Using—Samuel J. Piraino, FFR

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Separate Switch for Supply Elevator—John P. Bailey, FBK
Man Hole in Bottom of Hammer Screen—Howard C. Bearce, FBW
Inspection Hole in Side of Hopper FBK—Howard C. Bearce, FBW
Adjustment Screws for Gauges on Embossing Die at FBI—W. Raymond Bearce, FBI
Improve Drainage at Boiler Room—Vito Carchedi, FBY
Wire Strippers for FXGM No. 7—Roy Cobb, FXG
Raise Cover on Asphalt Kettle FBPM6—Camillo DePlacido, FBB
Bars for Window on Office Door FXC—John P. Dixon, FXC
Guard Rail at Doorway FF7—Wallace Macdonald, FFN
Extension for Steam Shut Off at FFC—John G. Phillips, FFC
Bar on Paint Trucks—Roland Rafuse, FFP
Roll Holders for FXCM-2—Edgar W. Ross, FXC
Sprocket Rim and Chain on Oil Valves—Kenneth L. Stuber, FBB
Locks for Windows in Aging Room—Walter Wallis, FFN
New Rack for Cores—John Walsh, DMT
Brace for Ductor Blade Frame on Coating Machine—Lawrence V. White, FFN
Raise Ductor Blade Frame on Coating Machine at FFN—Lawrence V. White, FFN
Change on Cut Off Blocks on Art Bric Die—Edmund Wenstrom, FBM
W. R. Bearce, FBI was awarded \$10.00 for having had five suggestions

accepted.

Interesting and Valuable Papers

Six old newspapers were recently picked out of our waste stock pile by Ray Kirk, one of them dating as far back as February 10, 1838. All of the editions were in excellent condition with the type very legible, and the stock worn and spotted only around the edges. The newspaper dated in 1838 is the "Quincy Patriot," and the front page contains short stories and essays instead of the news of the day. In the Dedham Gazette of 1860 a real estate advertisement contains the name of David W. Lewis as executor. Mr. Lewis

was a relative of Herbert Lewis, a foreman at No. 1 Box Shop. In this same edition is a poem, "The Wonderful One-Hoss Shay" by Dr. O. W. Holmes, and another poem by John G. Whittier.

The Dedham Gazette for October 27, 1860 carries an advertisement for a book on the "Life and Public Services of Hon. Abram Lincoln of Illinois, and Hon. Hannibal Hamlin of Maine" Republican Candidates for President and Vice President of the United States.

Prices in various other advertisements tell us that suits sold for \$4.50 to \$7.50—top of the round steak sold for 20c a pound—sirloin steak for 25c—and fresh pork from 11c to 12c a pound.



Not a tintype, just Bill Janusaitis of the Flooring Plant in one of his lighter moments.

Nine Narrowly Escape Drowning

NINE men, eight of them Bird & Son workers, narrowly escaped death on Sunday, June 20 when their fishing boat capsized five miles off Manomet Point, near Plymouth.

Elbert Allen, Flooring Print Machines and Ralph Clark, Paper Machines, finally left the rest of the group who were clinging to the upset boat and attempted the long swim to shore for help. They were spotted by a lobsterman, who took the two swimmers aboard and then went to the rescue of the others, taking them all to the Coast Guard station at Manomet.

Besides Allen and Clark, the other members of the party were: Fred Seastrand and Clifford Gove, Stock Transfer Department; James Donovan, No. 5 Paper Machine; Charles Knaus, Donald Ross and Vincent Fabellini all of No. 4 Paper Machine; and Albert Carr of Oak St., Westwood.

The men had been fishing all morning off shore and were just bringing their boat back when suddenly a huge wave struck the boat broadside and upset it. The life belts were washed away and for an hour the men clung to the overturned boat hoping that they would be picked up. Finally Allen and Clark decided to attempt the swim. All were near exhaustion when picked up by the lobsterman.

They were treated at the Coast Guard Station for bruises and shock and within a few hours were recovered sufficiently to be driven to Plymouth where they had left their cars. No ill effects resulted, in spite of the exposure, and all were able to report for work as usual the following morning.

Baseball

By Ernest Oakes

THE season is in full swing with the Bird & Son team finishing third in the first half of the Old Town League. Canton A.A. won this half with the impressive record of thirteen wins and only one defeat.

The second half is at the half-way mark with Bird & Son in third place and playing fast baseball. The Natick Collegians are leading in this half with six wins and no defeats. This team has two games with Framingham and one with Bird & Son and on these three games considerable depends.

The team has excellent pitching but there is a very poor spirit among fellows who are employed at Bird & Son and who prefer to play with other teams, or members of the teams who are indifferent and play only when they have nothing else to do. This seems a shame as there is no good reason why Bird & Son cannot have an excellent baseball team.

The "Rolling Roofers" are leading the inter-departmental league and at this writing only a miracle can prevent them from chalking up their third successive win and permanent possession of the Bird Club trophy.

She's Talkin'

WHEN a miner says, "She's talkin' to you," he means he has seen small particles of earth and stone trickle from the ceilings and walls of the shaft. He has heard mysterious noises, heard timber braces snap as fibers are bent and crushed under the pressure of settling tons of loose dirt.

To every experienced miner those noises are the language that warns of impending cave-ins, of trouble ahead.

Although they may not make tell-tale noises, potential accidents in



Kathleen Oswalt and her dog, Sammy, of Waterloo, Arkansas. Kathleen's father works at our refinery there.

the plant "sound off" in their own mute way with unmistakable emphasis.

The frayed strands of a cable or rope are the "tip-off" that they will break before long; that the load they are lifting will fall or slip and that whoever is in the way is a likely victim.

Make-shift scaffolds on construction jobs speak a similar language to the worker who will but listen.

Unguarded power transmission belts and machinery, carelessly piled material in a warehouse, faulty electric wiring, poor tools used improperly and "haywire repairs" usually give warning of the accidents they will cause.

These things, fairly "shout" that maybe not tomorrow, maybe no next week, but sooner or later somebody will be cut, crushed or burned when the accident occurs.

Any worker who believes in the law of self-preservation and is familiar with his job can understand this "language of the accident" and will listen closely.

—The Safe Worker.

Acknowledgments

Gratefully acknowledging and thanking you for your kind expressions of sympathy at the time of the death of John Korowski.

Mrs. Charles Krysenell.

We shall always remember with deep gratitude your comforting expressions of sympathy.

Mrs. Katherine Dalton and family.

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

Ignacy F. Plosinski and family.

I wish to thank all the friends in Bird & Son, inc. for the flowers and kind expression of sympathy at the time of my husband's death.

Mrs. Myra Hird.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins Individuals
Lock-Butt	BIRD Insulated Bric-Siding	Giant Individuals
Tri-tab Hex		Copper-clipt
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal		Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
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BIRD CHROMALIN Floor Covering

Patterned	Plain	Jaspé	Chromasets
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Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots	
Tack and Screw Boxes	Plant Bands	Plant Boxes

Special Paper Division

Index Pressboard	Socket Lining Paper	Rocket Paper
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Dry and Waterproof Felt Papers for Special Purposes

Industrial Filter Paper

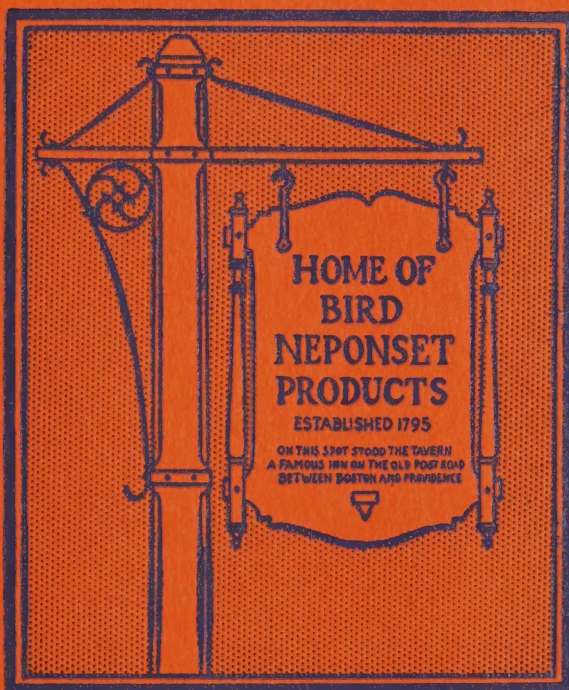
Innersole Board	Cloth Board
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{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXV NO. 5

OCTOBER 1937



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

Officers

Chairman of the Board, PHILIP R. ALLEN

Vice-Chairman, CHARLES S. BIRD, JR.

President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

Advisory and Consulting

Vice-Presidents

ELMER H. BARTLETT

PHILIP H. BAILEY

Directors

PHILIP R. ALLEN

AXEL H. ANDERSON

PHILIP H. BAILEY

ELMER H. BARTLETT

CHARLES S. BIRD, JR.

CHARLES W. CONRAD

RICHARD C. FLOYD

GEORGE C. LEE

EDWIN M. LINES

JOHN R. MACOMBER

BENJAMIN H. ROBERTS

BENJAMIN D. ROGERS

ALLEN H. RUSSELL

H. EUGENE SAWYER, JR.

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Treasurer and Comptroller, A. H. ANDERSON

Assistant Secretary and Treasurer, W. C. AHLGREN

Assistant Treasurer and Credits, D. E. MERRILL

Assistant Treasurer, H. E. DAVENPORT

Auditor, H. S. WHITNEY

Purchasing and Traffic Agent, A. H. RUSSELL

Assistant Purchasing and Traffic, M. J. HAWKINS

Director of Personnel, B. D. ROGERS

Director of Research, E. M. LINES

Sales

Director of Sales, R. C. FLOYD

Sales Manager Paper Division, A. M. CLAFFEE

Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Eastern Division, W. E. HALE

Manager Central Division, S. C. TRAUDT, JR.

Manager Southern Division, A. D. KILHAM

Manager Western Division, W. W. WILSON

Manager Southwestern Division, R. D. PETERSON

Sales Manager Box Division, C. H. ANDREWS

Assistant Sales Manager, G. L. STUDLEY

Sales Manager Carton Division, A. M. CLAFFEE

Sales Promotion Manager, L. S. WRIGHT

Bird Floor Covering Sales Corporation

(Subsidiary Company)

President and Sales Manager, H. E. SAWYER, JR.

Field Manager, A. V. GARLAND

Manufacturing

Director of Manufacturing, C. W. CONRAD

Assistant to Director of Manufacturing, P. N. HILLS

General Superintendent Paper, Box and Carton Divisions

R. A. WILKINS

Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

Superintendent Felt Division, T. G. HENDERSON

Assistant Superintendent, R. H. SALISBURY

Chief Chemist, A. H. CHAMBERLAIN

Superintendent Flooring Division, R. M. WIGHT

Assistant Superintendent, B. H. BAILEY

Chief Chemist, J. J. BRADLEY, JR.

Chief Research Chemist, J. E. GRAHAM

Superintendent Eastern Roofing Division, M. R. BEASLEY

Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Western Manufacturing Manager, J. G. YOUNG

Superintendent Chicago Plant, ERICH GACH

Assistant Superintendent, J. F. MATCHA

Chief Chemist, J. F. COMISKEY

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROOKLYN, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY,
MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

BIRD'S NEPONSET REVIEW

VOL. XXV

OCTOBER, 1937

No. 5



First Prize Picture, taken by Mario Boragine. This is the Maintenance Tug of War Team, the winners of the event at the Field Day. Front to back—Richmond Smith, Boiler Room; William Gokey, Piper; Sulo Solomon, Boiler Room; James Connors, Piper and Tony Ionis, Piper.

Field Day Is Big Success

6000 Attend

interesting game in our newest sport, Soft Ball.

A brief rain storm in mid-afternoon dampened everybody's spirits temporarily, and stopped all activities for 15 or 20 minutes. After the shower had passed, the weather continued to look threatening for the rest of the afternoon and evening, but did not actually stop any of the program.

One of the largest crowds ever seen at the park gathered around the Music Court for the evening's program. The refreshment booths, run by Girl Scouts, Boy Scouts, American Legion and several local charitable organizations, did a land office business feeding a hungry crowd which



Second Prize Picture, taken by Velma Cobb, Credit Union. This unusual picture shows one of the set pieces of fireworks. The big fireworks display was witnessed by a huge crowd of more than 6 000.

was conservatively estimated to be well over 6000.

Rain threatened again several times during the side show and the band concert but the fire works were finally announced at 9:45 and were successfully completed before the rain actually started. The display of fire works was one of the finest

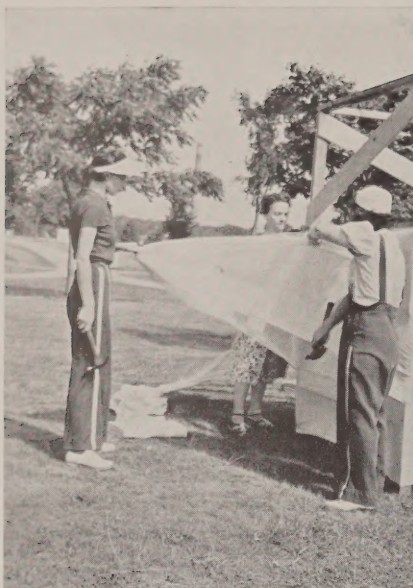
NEVER in the history of Francis William Park has there been quite such a grand and glorious celebration as the big Bird & Son Field Day on Saturday, August 21st. It was truly a Bird & Son day, with something of interest doing every minute for every member of the family. In the words of every boy and girl who attended (including those between the ages of three and ninety) it was SWELL.

Under a broiling sun that pushed the thermometer well over 100 degrees, the doll carriage parade started off the festivities promptly at 12:30. From then on there was plenty doing all afternoon, with athletic contests, a pet show, and a professional magic and ventriloquist show for the children.

At the athletic field the program got under way at 2:00 o'clock and a very large crowd of older people watched the interesting sports events, which included soccer, baseball, a tug of war, horseshoe pitching; a horse laying contest by the Fire Brigades on June Street, and an

Third Prize Picture, taken by Berta Kugel, No. 1 Box Shop, shows part of the crowd and some of the contestants at the Doll Carriage Parade, the first event of the day.





Preparation for the Field Day started early in the mornings. Here are Martha McLaughlan, Shoe Carton Department, Velma Cobb, Credit Union, and Muriel McDonald, Comptometer Department working on the judges booth for the Doll Carriage Parade. Taken by Berta Kugel, No. 1 Box Shop.

ever seen locally, and made a fitting close to the most successful Field Day ever held by any Bird & Son organization.

The program was sponsored by the Bird Club, Inc., Bird & Son, inc. Employees Mutual Benefit Association, and Bird & Son. A. W. Smith, Treasurer of the Neponset Credit Union was general chairman, and under him were 27 different committees and more than 150 individual workers. The great success of the

Jack Bradley, Flooring Plant, taking a left-handed sock at the ball in the softball game. Picture taken by Mrs. Josephine Rose, Flower Pot Department.



day is due entirely to the hard work put in by every one of the committee members and we take pleasure in listing their names below.

General Chairman, A. W. Smith, Neponset Credit Union.

Baseball: Ernest W. Oakes, Chairman, Stock Transfer; Lili Petroni, Storeroom; Joseph Eppich, Flooring Maintenance; Joseph Smelstor, No. 2 Box Shop; A. W. Walker, Flooring Maintenance.

Tennis: Frank Clem, Flooring Plant, Chairman; Stanley Phillips, Roofing Plant; Frank Vierze, Accounting.

Horseshoes: Charles Rafuse, Maintenance, Chairman; Charles Locke, Maintenance; Edward Hiller, Roofing; Samuel Steele, Flooring; Edward Geraghty, Maintenance.

Soccer: John H. White, Roofing Maintenance, Chairman; George Murray, No. 1 Box Shop; William McLaughlan, Roofing; James Schuller, Finishing Mill; John Cook, No. 1 Box Shop; John Smith, Flooring.

Fire Brigade: Paul Guttormsen, Chief Engineer, Chairman; Herbert Jepson, Roofing Electrician; Frank Sutherland, Flooring; John Dower, Piper; Joseph Sheehan, Plant Engineer; Rex Salisbury, Phillipsdale.

Pet Show: Frank Reynolds, Roofing Chemist, Chairman; George Lane, Roofing Plant; Victor Babel, Flooring Plant; Charles Mutch, No. 1 Box Shop; Mario Boragine, Boiler Room; Earl Davis, Special Papers Sales.

Children's Contests: John Bradley, Jr., Flooring Chemist, Chairman; Pauline Babel, No. 1 Box Shop; Katherine Broderick, Flooring Sales; Helen Curran, Flooring Sales; Bertheo Chandler, Hospital; Albert Gilmore, Paper Mill Laboratory; Edward Phillips, Flooring Laboratory; James Hanley, Roofing Laboratory; Karl Wurzel, Flooring Laboratory; Victor Babel, Flooring Plant; Joseph Coburn, Paper Mill Laboratory; Louis Coburn, Flooring Plant; William Pratt, Flooring Plant.

Doll Carriage Parade: Velma Cobb, Credit Union, Chairman; Martha McLaughlan, Louise Percy, Special Papers Sales; Muriel McDonald, Billing; Berta Kugel, No. 1 Box Shop.

Side Show: Kaino Paajanen, Flooring Office, Chairman; Albert Kimball, Accounting; Harold Smith, Roofing Boiler Room; Margaret Owens, Sales Promotion; Edwin Guise, Flooring Plant and Angelo Macchi, Flooring Plant.

Band Concert: Leo Bernier, Flooring Plant, Chairman.

Soft Ball: Stephen Cavanaugh, Flooring Plant, Chairman; George Abbott, Roofing Plant; Charles Geraghty, Messenger; and John Reynolds, Phillipsdale.

Entertainment: Edgar Grout, Personnel Dept., Chairman; Herbert Badger, Stock Handling; Donald Frazier, Roofing Laboratory; Dorothy Allen, Box Sales.

Ponies: Albert Eckert, Statistical, Chairman; Lambert Anderson, Statistical; Warren Anderson, Accounting; Joseph Erker, Accounting.

Boy Scouts: Marshall Lee, Box Sales, Chairman; Louis Coburn, Flooring Plant; Roy Cooper, Payroll; James Smith, No. 1 Box Shop.

Girl Scouts: Louise Geary, Billing, Chairman; Hilda Rafuse, Accounting; Welthea Smith, Main Office; Dominica Lipinsky, No. 1 Box Shop.

Fireworks: George Wallace, Maintenance Department, Chairman; Peter Glebus, Stock Transfer; Walter McKenna, No. 1 Box Shop; John McDonough, Flooring Shipping.

Refreshments: Richard Stoddard, Roofing Plant, Chairman; Bruce Farrar, Roofing Plant;



Josephine Petrova, who won a prize at the Pet Show for the most unusual pet, a three-legged frog. The frog will disappear and may be gone for several weeks, but will finally return home again. The picture was taken by Ann Kelliher, Main Office.

Arthur McKenna, Roofing Plant; Lester Evans, Flooring Plant; Howard Whitney, Auditor; Louis Desjardins, Engineering; Willie Banks, Phillipsdale.

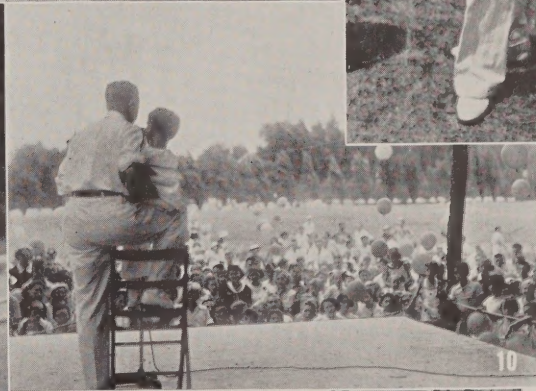
Tickets: Hermon Barker, Paper Mill Chemist, Chairman; John Phelan and Richard Sprague, No. 1 Box Shop; John DeCosta and George Carlson, Paper Mill; Frank Hartig, No. 2 Box Shop; Julia Lewis, Main Office; John Bandonis, Maintenance; A. H. Chamberlain and H. D. Richardson, Phillipsdale; Charles Cobb, Clarence Hagman, John Woloshyn, Leon Zinkowski and John Folan, Flooring Plant; Edward Hiller, John Conroy and Thomas Smith, Roofing Plant.

Random Shots

Snapped at the big Field Day.

1. Foster Tucker, who with Martin Kane, won the potato race for boys.
2. Robert Boulter, winner of the balloon blowing contest for boys.
3. Betty Brennan, winner of the balloon blowing contest for older girls.
4. The pony rides were certainly popular. 1194 children had rides that day.
5. Queenie and the cop. They both provided a lot of amusement during the day. This picture was taken by Mrs. Hutchinson, sister to Hugh Gardiner of the Roofing Plant.
6. Winners in the doll carriage parade: Prettiest, Eileen Bailey; most original, Patricia Cyr; funniest, Prudence Broadley.
7. Start of the balloon blowing contest. Albert Gilmore is the committee member.
8. Joseph Sheehan and Frank Whitehead view the proceedings at the Fire Brigade contest.
9. Hjalmar Hyrske and Manuel Oliver of the Phillipsdale Fire Brigade team.
10. There was a big crowd on hand to hear the ventriloquist and see the magical show.
11. Boy, was it hot! Ask Al Kimball. He played tennis that day.
12. A free balloon for every boy and girl — 1500 of them were given out.
13. Finish of the 50 yard dash for boys from 7 to 10.
14. Anne Thornell furnishes the power while her brother, Edmund, rides in the carriage. These entrants in the doll carriage parade are the children of John Thornell of our Boiler Room.
15. Marjorie Jane Harper with her clever carriage representing Miss Neponset.
16. A section of the crowd at the ball game.
17. The most popular spot on the grounds — the bubbler.
18. No, this is not Ed Wynn. It is Fred Duncan with his souvenir hat.

We wish to express our appreciation to Ralph Watson of No. 1 Box Shop, who took many of the photographs reproduced on opposite page.



Random Shots



"Scotch Pawn Broker" at Bird & Son Field Day. Bill McLaughlan was keeper of the Soccer balls that day. Taken by Donald Frazier, Roofing Laboratory.

Souvenirs: Arthur Wilson, Stores, Chairman; Arthur Cripps, Flooring Laboratory; James Sullivan, Stores; Max Rabinovitch, Roofing Laboratory; John Nolan, Phillipsdale; Samuel Hunter, No. 1 Box Shop; Evelyn Wadleigh, Stenographic; Rose Tronti, No. 2 Box Shop; Phyllis Nixon, Statistical; Ann Kelliher, Finished Stock Records.

Grounds and Trucking: Raymond Call, Roofing Plant, Chairman; Fred Duncan, East Walpole Maintenance; Frank Whitehead, Electrician; George Wood, Flooring Plant; John Timmins, Drafting Room.

Program and Printing: Walrer Hartig, Printing Department, Chairman; Robert McIntosh, Sales Promotion; Edgar Grout, Personnel.

Tug of War: Herman Nordstrom, Paper Machines, Chairman; Basil McAusland, Flooring Plant; Edgar Ross, No. 1 Box Shop; William Lewicki, Beater Room; Edgar Bigelow, No. 2 Box Shop; William Gokey, Piping; Leslie Howard, Phillipsdale; Nelson Bartlett, Roofing Plant.

Badges: Howard White, No. 1 Box Shop, Chairman.

First Aid: Frank Eisenhauer, Printing Department, Chairman; Bertheo Chandler, Hospital; Perley Mudgett, Stock Transfer; Ralph Hildreth, Flooring Plant; Curtis Boyden, Electrician; Frank Nyborn, Paper Mill Laboratory; Russell Ferguson, Flooring Plant.

Transportation from Phillipsdale: David S. Lowry, Phillipsdale.

Poster Artists: Stanley Cody, Joseph DiMarzo, Stuart Halliday, Charles Johnson, Angelo Macchi, all of the Flooring Design Department.

Reception Committee: B. D. Rogers, Director of Personnel, Chairman.

Safety Match Box Holders Are Antiques

By James Hanley

FOR those of you who glory in the collection of antiques, old coins, and other rare objects, a new item may be added to your collection, provided you can pry the possessors of these rapidly becoming rarities into

parting with them. We speak of the Safety Match Box Holders, which were distributed by Bird & Son ten years ago.

On August 31st, 1927 the Central Safety Committee sent to every man, who was then in the employ of Bird & Son, a metal holder designed to hold a box of Safety Matches. Accompanying the case was a card which read as follows—"Help Prevent Fires. Every man in the Plant will receive one of these Safety Match Box Holders. Use it to carry your box of Safety Matches. It will protect the box, and keep the matches from scattering. Remember the Bird & Son rule—Only Safety Matches Are Allowed In the Mill. Strike-anywhere-matches are prohibited". (Signed by the Bird & Son, inc. Central Safety Committee, August 31st, 1927.)

Widely Used

These holders were greatly appreciated and were widely used for a long time. Over the intervening years, however, they have apparently become mislaid or lost, with the result that today you hear such expressions as—"Boy, you've done well to keep yours this long—I lost mine long ago".

It seems that those who still use their holders have been elevated to a group which has the "four hundred" beat, as there are far less than four hundred in use. The designer of the holder was a young man named Robert H. Blattner, who was a graduate of the Massachusetts School of Art, and at that time was connected with the Floor Covering Design Department.

This dog owned by Ann Kelliher of our Main Office won Third Prize in the Pet Show for the Best Cared For Dog.



Elton Moore and Harvey Hayward of the Flooring Fire Brigade at the business end of the hose during the Field Day Contest, taken by Mrs. Josephine Rose, Flower Pot Department.

A very brief canvass has shown that the following men still carry and use their Bird & Son Safety Match Box Holders—

George Wallace, Belt Man
Raphael Patinsky, Boiler Room
John Broadley, Maintenance Dept.
Wilbur Fay, Maintenance Dept.
Eric Anderson, Maintenance
Leroy Gardiner, Maintenance
Sigurd Anderson, Maintenance
George Murray, No. 1 Box Shop
David Regan, Maintenance
Benjamin D. Rogers, Personnel Dept.
Mario Boragine, Boiler Room
James Hanley, Roofing Laboratory

If your name is not on this Honor Roll, and you still use your holder, the *Review* would like to have you send in your name, for it will be interesting to know how many are still in use.

Horseshoes

By Charles Rafuse

AT the Bird & Son Field Day, the semi-finals and finals of the Double Horseshoe Tournament conducted by each plant were played off resulting in Stuart Farris and Wilmot Irvin representing the Flooring Plant, being declared the champions for the season. Henry Grover and Joseph Destito, Jr., the Roofing Double Team, were runners up.

After the matches Jimmy O'Shea, Massachusetts State Champion, put on an exhibition of trick shots and did some fancy pitching that was very interesting to watch.

The Value of Punctuation

It was and I said not or
That that is is that that is not is not
How would you do it?

Winners at Field Day

DOLL CARRIAGE PARADE

Funniest: Prudence Broadley. Prettiest: Eileen Bailey. Most Original: Patricia Cyr.

PET SHOW

Three prizes for dogs: First, Doris Mutch (longest coat); Second, Russell McDonald (shortest tail); Third, Anthony Renda (longest tail).

Three prizes for miscellaneous pets: First, Josephine Petrova (Three-legged Frog); Second, Donald Brennan (Golden Pheasant); Third, Catherine Wilkes (Two Doves).

Three prizes for the best cared for pet: First, is Cooper (Spitz); Second, Nancy Reynolds (Siamese Cat); Third, Ann Kelliher (Spaniel).

Three prizes for oldest dog: First, Allen B. Holden (5 years); Second, Roy Cobb (3 years); Third, Frank Reynolds (3 years).

Two prizes for largest dog and cat: First, Dorothy Brennan (largest dog); Second, Antonette Notarangelo (largest cat).

One prize for the youngest dog—to G. Fraser.

CHILDREN'S RACES

Winning Girls

Balloon Blowing—Ages, 7-10: First, Frances Petrova; Second, Barbara Murray. Ages 11-16: First, Betty Brennan; Second, Ninnette Petroni.

3-legged Race—Ages 7-10: First, Betty Brennan and Barbara Murray; Second, Margaret Julian and Betty Petroni. Ages, 11-16: First, Evelyn Brennan and Ester Petroni; Second, Ninnette Petroni and Vera Presentato.

Potato Race—Ages, 7-10: First, Irene Dexter; Second, Margaret Julian. Ages, 11-16: First, Evelyn Brennan; Second, Nancy Reynolds.

Dash—Any Age: First, Vera Presentato; Second, Ester Petroni.

Winning Boys

Balloon Blowing—Ages, 7-10: First, Robert Boulter; Second, Victor Dyer.

100-yard Dash—Ages 14-16: First, John Lacorti; Second, Foster Tucker.

75-yard Dash—Ages 11-13: First, Edmund Walukevich; Second, Harold Hayes.

50-yard Dash—Ages, 7-10: First, Alphonse Antonaitis; Second, Sonny Matanis.

Potato Race—Ages, 14-16: First, Foster Tucker, Martin Kane; Second, Harold Hayes, Henry Murphy.

Relay Race—Ages, 7-10: First, Sonny Matanis, Victor Dyer and Alphonse Rosetsky; Second, Roscoe Shorey, Robert Hall and Michael Notarangelo. Ages, 14-16: First, Edmund Walukevich, William Jurgelevich, Richard Carberry and Kenneth Hudson; Second, William Russell, Jenio Restanio, Ernest Moesel and Foster Tucker.

3-legged Race—Ages, 11-13: First, William Jurgelevich and Richard Carberry; Second, Walter Songin and William Moesel.

BOY SCOUT STAFF RAISING CONTEST

First, Hingham Troop 1; Second, Foxboro Troop 3.

BASEBALL

Milford, 12—Bird & Son, 7.

SOFT BALL

East Walpole, 3—Phillipsdale, 2.

SOCCER

Light Blue, 8—Dark Blue, 3.

FIRE BRIGADE

First, Paper Mill; Second, Flooring Plant.

HORSESHOES

First, Flooring Plant; Second, Roofing Plant.

TUG-OF-WAR

First, Main Mill Pipers; Second, Roofing Plant

TENNIS

East Walpole, 8—Brockton Y. M. C. A., 1.

A Trip Across The Continent

By John Macchi

Editor's Note—This article was written for the *Review* by John Macchi, Flooring Plant, who recently drove to California and back.

WE left Norwood Saturday morning, August 20th, heading for Albany, N. Y. and Niagara Falls. We viewed the Falls on the New York side; then crossed to the Canadian side and saw them in all their splendor and color from the Canadian side near the huge spotlights.

We then went on through Ontario to Detroit, Mich., to Chicago, through the tall corn states of Iowa and South Dakota, through the rugged bad lands and the more picturesque Black Hills. Here we saw the stone faces at Mt. Rushmore which when completed will be known as the Rushmore Memorial.

We went from there to Wyoming through the Teapot Dome Oil Fields and on to Salt Lake City.

We reached Salt Lake City at night and viewed it first from the high mountains east of the city, and it surely was some sight. In the morning we drove around the city and headed out to the lake and the huge salt desert which is about 125 miles wide. Believe it or not, we had to turn the car heater on because of the cold at 9:00 o'clock in the morning. We drove on through

Nevada to Reno, where we stopped and looked the biggest little city over, suggesting to the women that this was a good place to become free again so we could be prepared to meet the belles of California.

However, we left Reno without a divorce and proceeded to the California Inspection Station, then to the car registration office where we had to show all the car papers, etc. We went on through Truckee Pass with its winding curves and forever up-grade so that Lake Donner looked like a jewel set in the mountains below us, then down again to Sacramento Valley and the capital of California to San Francisco.

There we traveled on both bridges and saw the flower gardens, seal rocks, Chinatown and other things. We also visited Yosemite Park and it surely was a rugged country, impressive with its huge ruggedness and great views. Near here we also saw the tunnel tree and the forest of big trees. At Crockett, Calif. we saw the highest chimney in the world, 605 feet tall.

On the way home we went through the Yellowstone National Park which, to my mind, is the finest spot we visited. It was very impressive, with its geysers and rock formations. Perhaps the most beautiful thing was the Grand Canyon of the Yellowstone with the huge waterfall twice the height of Niagara.

All in all it was a wonderful trip but we were glad to see good old New England again.

The Grand Canyon of the Yellowstone— one of the wonderful sights seen by John Macchi on his recent trip to the West Coast. This waterfall is twice the height of Niagara and the sides of the canyon are of brilliantly colored rock.



Fire Prevention Week

October 3 to 9

Our Safety Inspector Writes

By Frank W. Fisher

ANOTHER year has gone by, and Fire Prevention Week which is being observed from October 3rd to 9th, calls attention to our entire Safety Program and what we have accomplished during the year.

Our Phillipsdale Mill is going along with that same wonderful safety record as last year, and is still going strong. The Main Mill Engineering Section comes next, with no loss of time so far this year.

The Roofing Plant is third in line, having had only one accident this year, that one in February.

The Flooring Plant has had two accidents—a fatal one in March, and a lost-timer in August.

No. 2 Box Shop had one in May. The Paper Mill had one in April and another in June. Chicago had one in April, No. 1 Box Shop had one in June, two in July, and two in August.

This is not a bad record for 1886 employees. It is good, but not good enough. The Management is doing its part, and it is up to us to see if we cannot do better. Let us try now to go the remainder of the year without another accident.

Safety First

We should always give safety the first consideration. We should not fail to notice all Danger signs, and do our part to see that no one disregards them. We should not wait for the other fellow to report a dangerous condition, but should report it ourselves immediately. We should always warn a man when danger is near; he may know all about it, and if so no harm is done; if not, a word spoken at the right time may save him some serious injury. Loose sleeves, coats, jumpers, and ties, are just as dangerous around machinery today as they were twenty years ago. It is just as important as ever to remember to replace any safety devices which may have to be removed temporarily during repair work. It is still dangerous to block passageways, to walk or step under heavy objects that are being moved, to climb on

insecure ladders—all of these things have been talked of and written of until we feel that they are pretty "old stuff". There are many other "do's" and "don'ts" which are just as necessary to observe, but if we live up even to this number just mentioned we shall be doing a lot for the cause of Safety. To be careless, thoughtless or reckless means



injury sooner or later to ourselves or others. We must all cooperate for our own protection.

Fire Prevention Week calls to mind that special care is needed in many places to guard against destruction by fire. Loss by fire is waste, and in addition it endangers human life, and may even put us out of a job. Every employee is expected to give that cooperation necessary to protect his job and the company's interests.

Whenever we see anything in the Plant that we think would create a fire hazard, we should correct it immediately or report it to our foreman at once. All clothing should be kept in lockers provided for that purpose, and no greasy clothing should be allowed to hang or lie where it may cause a fire. Likewise, matches should not be kept in pockets.

Good housekeeping keeps down fire hazards. All waste and lunch

papers should be put into proper waste containers. Waste and oily rags should not be left around on benches or machinery, and especially not in drawers or cabinets. Put them in metal rubbish cans provided for that purpose.

Our Plants are equipped with Sprinklers, Fire Hose and Fire Extinguishers, and this equipment must be kept in first-class condition, to be used only in case of fire. Fire Extinguishers are provided for your use in putting out a small blaze promptly, but do not take any chances. If you think you cannot handle a fire after you discover it, don't waste any time, but turn in the fire alarm immediately.

After using a fire extinguisher, never replace it in its original position. Turn it upside down on the floor so it can easily be located and recharged, ready for instant use when it is needed again.

Smoking always has been, and always will continue to be, strictly prohibited throughout all the Plants, except in the Smoking Rooms provided for that purpose. This is essential to our Fire Prevention Program, and is a rule that cannot be broken—even once.

All of these dangers and hazards are things that we have talked of for many years; even though they are old, they are still just as important as ever, and must be observed if we are to continue our successful Safety work in the year to come.

Hugh Gardiner, left forward on our Soccer Team. Hugh works in the Maintenance Department of the Roofing Plant.





Whoa Tar Dynamite! Yes, by cracky, here is Ray Call of the Roofing Plant mounted on his spirited steed and all set to go at the Donkey Baseball Game.

1200 See Donkey Baseball

By Ernest Oakes

AN hour of side-splitting entertainment was enjoyed on Monday evening, August 30th, when 1200 people saw the Main Mill team, captained by Al Smith, defeat a strong Norwood Plant team, captained by Herbert Jepson. The game was played at the Athletic Field under flood lights and all the players rode real live donkeys. Charlie Rafuse was the hero of the hour with a terrific home run which he accomplished by carrying the donkey instead of letting it carry him. This proved the margin of victory for the Main Mill. Bill Pratt of the Flooring Mill also blasted out a home run. Howard Whitney's curve ball kept the Norwood Plant team at bay, allowing only four hits. Part of his pitching ability, we are sure, came from the ten-gallon hat which he wore. Jack Bradley, pitching for the Norwood Plant, allowed one more hit than his opponent. Bullet White and Bill Murphy played stellar roles in the infield for the Main Mill, as did Ed Hiller and Herb Jepson for the Norwood Plant.

The line-ups of the two teams were as follows:

	Main Mill	Norwood Plant
Captain	Albert Smith	Herbert Jepson
Pitcher	Howard Whitney	Jack Bradley
1st Base	Bill Murphy	Ed Hiller
2nd Base	John Burke	Charles Seavey
Short Stop	Charles Rafuse	George Smith
3rd Base	Bullet White	Ed Guise
Left Field	Kenneth Rouillard	Bill Pratt
Center Field	Charlie Sumner	George Wood
Right Field	Tap Geary	Bill Jackson

It was rumored after the game that the donkey used on first base had a big dent in his backbone, but the reason for this has not yet been

definitely established. John Burke and Charlie Sumner both found out that the back of a donkey was a pretty hard thing to stay on for any predetermined length of time. How about it, boys?

In the Donkey Derby which preceded the game Bill Jackson, after wandering all over the field, won in the fast time of 1 minute, 15 seconds. The race was from second base to home plate.

Soccer Notes

By John H. White

OUR Soccer Team will operate in the Boston and District League the coming season, and opened playing the newly formed Methuen Team at East Walpole on Sunday, September 19th.

We are also entering the National Open Championship, which brings together the best professional and amateur teams in the country. This is Bird & Son's first venture into the big circuit. Our entry will also be made in the National Amateur Championship Series.

The Boston and district league this year is composed of ten smart teams within a radius of forty-five miles of Walpole.

Bird & Son A. A., East Walpole; Clan MacGregor, Quincy; Methuen Scots, Methuen; Revere Corinthians, Revere; Somerville; British Americans, Quincy; Riversides, Lynn; Malden Pals, Malden; Sao Miguel, Cambridge; Worcester Athletic, Worcester.

Phillipsdale Softball Team, Winners of second place in the East Providence B League this year. Kneeling l. to r. — Leroy Wilkinson, Andrew Oates, John Reynolds, Edward Collins, Joseph Queenan, Sven Mollerberg. Standing — William Conway, William Andrews, Albert McConnell, John Soderlund, Leonard Carlson. Anthony McBride is also a member of this team but is not in the picture.



Congratulations to the Phillipsdale Plant

Winners for Third Successive Year in Group D in the

Paper Industry Annual

National Safety Contest

The award is being made at the National Safety Convention in Kansas City, the first week in October.

Our Team will be substantially the same as the one that finished the 1936-37 State Cup Series, with three additions—Johnnie Rocha, formerly with Sao Miguel last Season; Arnold Solo, formerly of Revere, and Junie Allen of Walpole and Dartmouth College. Rocha and Solo are young fast players, who can operate in half-back or forward positions. Allen will spare with Harry Benson in goal.

If we can keep the lineup together, a most successful season is assured. The games should be really classy contests, and Bird Club Members should take advantage of this opportunity to see a real sport played well.



Soft Ball "champions" of the Flooring Plant. Back row, Stuart Nickerson, William Pratt, Herbert Jepson, Jack Bradley, Victor Babel, Edwin Guise. Front row, Robert Garner, Frank Clem, George Wood, James Garner. How do you like the Cup?

Soft Ball Champs

They Admit It

THIS snappy group of Soft Ball players has been showing the local boys how to play the game this season. To date the local boys all agree that against such talent it is just "one, two, three and you're out in the old ball game." Note the beautiful cup presented the team by their admirers and loyal rooters of the Floor Covering Plant.

We feel safe in saying that next season considerable interest will be shown in the Soft Ball game and provided the boys can overcome the rheumatism in the spring this team will take on all comers for fun, money or marbles.

Note: Any local talent wishing to try out with the team for spring practice please communicate with H. C. Jepson, Manager.

A brief history of some of the players follows: Center field, Victor Babel—he was a second Ty Cobb at Notre Dame; right field, James Garner—batting average of .350 at New Hampshire State; rov. field, Frank Clem—the Mildew Prep. star; left field, Bob Garner—former captain of the Slippery Rock All-Stars; short stop, Stuart Nickerson—right from the Cape Cod League; first base, Herbert Jepson—Spark Plug Jep (25 years in the Big League); second base, George Wood—Remember the old Providence Grays?; third

base, Ed Guise—he sure was fast on bases down in the nutmeg state; catcher, William Pratt—one of the Cape Breton Tigers; pitcher, Jack Bradley—noted Cornell pitcher.

A full account of their performance at a recent game is given below:

Super-Stars Exhibit Skill

By X. Aggeration

ON a beautiful sunny afternoon with the time of the game set at 5:15, but as usual with everyone arriving about 15 to 20 minutes late, all voicing their respective opinions about what positions they should play according to their own high estimates, Stuart Nickerson's All Stars and the Undercoat Gas House Gang tangled in a terrific embroilment.

The Gas Housers opened with a splurge of base hits and mixed with some weird plays netted six runs. Ed Guise for a while was suspected of helping the Gassers when he dropped the ball a couple of times allowing men to reach third base instead of being easy outs, but Ed's sincerity was not denied after his muffled threats of blue murder if anyone else bumped him when going into third. Strangely enough, thanks to old Mr. Fate, Ed escaped with

only minor abrasions while cavorting around the bag.

It looked black for the All Stars with six runs against them, but with their dying spirit not quite dead they came back to score a couple of runs when Peter Didick the Gas House first baseman, claimed Herbert Jepson, the All Star first baseman, slipped a sponge into his glove when he wasn't looking, thus causing the ball to bounce out of his glove. John Smith claimed that the rules were being changed ever-inning since the All Stars could steal bases at will, while the Gas Housers could not. He also claimed Vic Babel batted every inning. For a while it looked like a claiming race with the Gas Housers winning by a nose. Each inning the score became closer and the situation more tense. Jack Bradley, with his years of pitching experience behind him pitched masterful ball, and combined with the brilliant Stu Nickerson Herb Jepson combination and magnificent catches by the outfielder made an exceptionally air-tight defense which the Gas Housers could not crack. The Gas House pitcher George Pearson, had his dangerous ball working—dangerous because an one of the senile All Stars might have broken his back with his swing—but strange (very strange) to say only George Wood struck out.

What a Game

As the game wore on the Gas Housers showed their true form and they managed to boot enough balls and make enough wild throws to allow the All Stars to go into the lead. The Gas Housers came back with another run which was the dying man's straw and was not enough. The game ended 8-7. The All Stars claim a larger score but the Gas Housers claim they let the All Stars win so they could play a rubber game. The All Stars claim this was a one-game series and claim the Floor Covering championship, so what have you? It is still a claiming race.

Motto—stake your claims early and often.

Card of Thanks

Both Mrs. Jepson and I wish to thank the foremen of the Flooring and Roofing Plants for the fine gifts received on the day of the Twenty-fifth Anniversary with Bird & Son.

Herbert E. Jepson



Michael Sheehan, retired after 38 years of service. Mr. Sheehan is standing in the midst of the beautiful garden which he cares for at his home on Nahatan St.

Two Workers Retire

ON September 1st, two of our old-time workers, Michael Sheehan of the Roofing Plant and Dan Reardon, beaterman, retired from active service. Both are over sixty-five, and both have given more than thirty years of service to the Company.

Mr. Sheehan retires at the age of sixty-seven. He began work for Bird & Son in 1899, working for some years in the Paper Mill. In 1912 he was transferred to the Kettle House at the Roofing Plant, and for many years remained in charge there. In January of this year he was stricken with an illness which has prevented his working since that time.

Although not able to return to active duty, Mr. Sheehan is considerably improved now, and able to enjoy his hobby of gardening, which he does on an extensive scale at his own place at 401 Nahatan St., Norwood.

Mr. Sheehan has two sons working for Bird & Son—his oldest son, Mr. Joseph Sheehan, is our Plant Engineer, and Francis Sheehan is an Assistant Inspector at our Flooring Plant.

Mr. Sheehan has always been one of our most reliable and respected workers, and has given thirty-eight years of the most loyal service to this company. In addition to his regular duties, he has always had a great interest in our Fire Brigade, and for many years served as Assistant Chief of the Norwood Brigade.

Mr. Daniel Reardon started work

with Bird & Son in January 1907 at the age of thirty-five. He always worked on the beaters, with the exception of a few years when he was in the Stock Transfer Department. He eventually worked up to the position of Beaterman, which he has held steadily since 1919. Ill health has prevented his working steadily for the last six months.

Mr. Reardon and his wife live at their own home at 22 Gay Avenue, North Walpole.

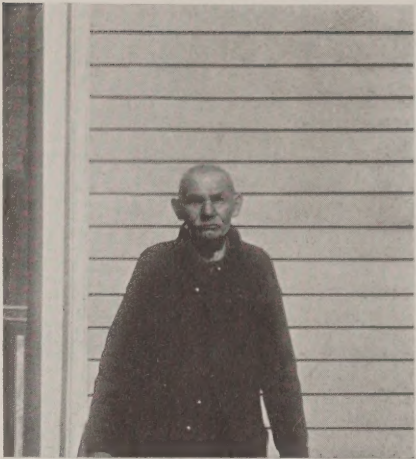
We are sorry to lose both of these men from our list of active workers, but are glad to know that they are still in fairly good health, and that by taking things a bit easier now they may have many more years of enjoyable life.

New England in a Day

YIELDING to an adventurous spirit which still rises in our Yankee blood at times, we set out to touch the six New England states in one day.

We set forth from Walpole at 7:30 A.M. August 28th, following this route. Woonsocket and Chepachet, R. I., Putnam, Conn. to Palmer, Mass. via Southbridge, thence to Athol, Northfield to Brattleboro, Vermont, across the state of New Hampshire via Keene and Concord to Portsmouth, over the bridge to Kittery, Maine and home via Route 1 arriving at 9:30 P.M., a distance of 363 miles.

Here's Proof that Mr. Towle really covered the territory on August 28. These pictures were all taken during the day.



Dan Reardon, retired after 30 years of faithful service in our Beater Room. He lives on Gay Avenue, Walpole.

Between Chepachet and Putnam we passed one of Gould's trucks, loaded with "Bird's Shingles" bound WEST, and at the exact point of turn in Kittery, Maine, we met a Gould truck loaded with "Bird" products bound EAST! In talking with a filling station attendant, and learning where we were from he said that a steady procession of H. M. Gould trucks from "Bird's Mills" had passed that point on the Newburyport turnpike all summer.

This presents a marked change in the methods of transportation from the time of my early association with Bird and Son when we were called upon by "Bird" dealers to help trace an elusive freight car which contained a few rolls of Paroid.

Reversing the route shown, much better time could have been made by covering the Newburyport turnpike early in the day, rather than late at night, but by routing as we did, we escaped the glare of the afternoon sun. No speed records were broken nor attempted. While it was a glorious trip, we would not recommend it as a daily diet. 150 miles a day would be nearer our preferred distance.

—George W. Towle, Jr.

It was back in medieval times.

"It's no fun trying to live in this coat of mail," complained a cootie.

"No," agreed the second parasite.

"Heaven help a feller on a knight like this."

Visitor at Zoo: "Is that gnu vicious?"
Guide: "Well, lady, no gnus is good gnus."

BIRD'S NEPONSET REVIEW

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In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

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*It is not the sprint at the start but the
steady advance that wins success.*

May We Suggest?

SOMETIMES it is easier to enter a good suggestion if we have a general idea of what is wanted. Here are 16 pointers which cover the main types of suggestions welcomed by the Committee:

1. How to save what now is lost or wasted.
2. How to economize in use of time, machinery, stock supplies, etc.
3. How to make a better tool.
4. How to improve a jig or fixture.
5. How to eliminate hand or machine operation by changing the tools or pattern.
6. How to handle work in ways which are better, quicker and safer.
7. How to improve arrangement of machinery tools or supplies.
8. How to improve handling of materials or finished products.
9. How to improve appearance of our products.
10. What new features to add that will increase the usefulness of our products.
11. How to perform work more efficiently and safely.
12. How to improve ventilation, sanitation, illumination and all other matters which will promote health and safety and comfort of workers.
13. How to improve methods of

filing and handling information.

14. How to eliminate unnecessary reports or duplications.
15. How to use machinery to better advantage.
16. How to better advertise our products and increase sales.

Our Director of Manufacturing Speaks

THOSE who have followed our Accident Record during the past year are well aware of the large number of serious accidents we have been having at rolls. I have recently asked all Superintendents and Foremen to study this matter very carefully and if possible provide effective guards for every moving roll where accidents can result—even those which have always seemed impossible or unnecessary to guard.

As we observe No Accident and Fire Prevention Week this year, I am asking every Bird & Son worker to join with the Foremen, the Superintendents and the Management in the study of this problem.

If you know of a hazardous location which is not guarded or which needs a better guard than the present one, bring it to the attention of your Foreman today. Better still, I would like you to suggest, if you can, how to construct the new guard or the new type of guard.

Also, I want to take this opportunity to urge all who work around moving rolls to use the utmost care at all times. Be alert, don't take chances—work wisely and safely.

It is much easier to do good Safety work when we have a definite objective. Not forgetting the other Safety work, of course, I suggest that we concentrate on the roll hazard and see what we can accomplish between now and the end of the year.

C. W. Conrad

Use Your Head

THE unscrupulous promoter will urge that you borrow on your life insurance, or dig deep into your savings account, to buy that which he has to sell.

The promoter, of course, prefers ready cash, but knowing that a life insurance policy is good security for a loan, he is willing that you use that policy to line his own pockets.

Whether the promoter offers you whiskey warehouse receipts, at prices

far above the current market, whether he offers you a cemetery memorial park lot with a "guarantee" of re-sale at a specified profit, or whether he promises you he will realize par on your defaulted bonds, makes little difference.

Life insurance and other sound investments are or should be stepping stones to the final goal of financial independence. Life insurance, particularly, represents the final barrier this side of actual want. Don't permit the promoter to talk you into borrowing on your life insurance to buy his wares. Play safe.

"Before You Invest—Investigate."

Patrick J. O'Toole

ON August 10, Patrick J. O'Toole, a Bird & Son worker for eleven years, passed away at the Pondville Hospital.

Early this year he was stricken with an illness which kept him from work, and in spite of the best treatment available at Boston hospitals, he was unable to conquer the disease. He entered the Pondville Hospital in the spring.

Mr. O'Toole came to work as a laborer in our stock handling and flooring shipping departments, and in 1932 was transferred to the Corrugated Finishing department at No. 1 Box Shop.

He leaves a wife and baby, to whom we extend our deepest sympathy.



At the Helm - in time of need



First Aid

By Frank V. Eisenhower

THE cedar chest that has stored the First Aid text books, bandages and splints for the past summer has been opened and the moth balls removed and everything is in readiness for another successful winter.

The First Aid Committee hope to have some more interesting classes this winter and to have a lot more enthusiastic members enrolled who are interested in learning what to do in case of accidents whether they are in the shop or at home.

In the standard class of last winter there were 5 men who realize the importance of First Aid and have no regrets for the time they gave in learning this subject. These men were all members of the Walpole Police Department and fully appreciate the invitation extended to them by Bird & Son to attend these classes as was shown by a letter written to Mr. B. D. Rogers from the Secretary of the Walpole Police Relief Association.

At the recent Field Day held in the Francis William Bird Park the First Aid Committee had a place on the program and had a First Aid tent located in a convenient place near the center of activities.

Of Real Service

This was one concession that didn't make any money but we sure had a lot of fun and were glad to be of service to any one needing First Aid. The other committees had a routine schedule to go by such as selling hot dogs or something, but in the First Aid tent they never knew what was going to come next. We had everything from a sick dog to a stray baby robin.

The tent was large enough to hold 2 cots which were loaned to us by the Boy Scouts through the kindness of Mr. Marshall Lee. In addition to the cots there were two camp chairs and a table which Mr. Albert Smith was so kind to let us have. The floor was covered with a nice pattern of Bird & Son floor covering which helped to keep the tent clean by keeping the dust down. This was donated to us by Mr. Edwin Guise. We were wondering as to how we could keep hot water at the tent all day when Mr. Nils Lindequist came forth with an electric heating unit for such purposes. This gave us hot

water in seven minutes. To top all this off Mr. B. D. Rogers brought us an electric fan which came in very handy in helping to keep the tent cool, especially when it had to be closed up.

The members who served on this committee for the day were as follows: Frank Eisenhower, Chairman; Bethoe Chandler, R. N.; Curtis Boyden, Ralph Hildreth, Perley Mudgett, Russell Ferguson and Frank Nyborn. The last five men mentioned completed a successful course in advanced First Aid this past winter.

They did a very creditable job and I feel that the persons who received treatment at the First Aid tent that day appreciate the kind and gentle manner in which their cases were handled.

Forty-Four Cases

We had 44 First Aid Cases that day, so therefore, each man had something to do at one time or another. The cases treated at the tent were: 4 heat exhaustions, 3 upset stomachs, 2 nose bleeds, 6 headaches, 28 with cuts and bruises, and 1 dog bite. (This dog took a fit just before the pet show started and bit a woman on the hand, and we learned some time later that the dog had to be destroyed the next day.) The last case came in at 11:15 and then we closed up shop and went home feeling that we had done a good day's work and had contributed something towards making it a grand Field Day for every one.

I wish to take this time to thank the gentlemen who contributed something to the First Aid tent and to my committee members for their fine spirit and untiring efforts to help make the First Aid part of the program a success.

The First Aid Club activities will soon be starting for the winter and any person holding a standard First Aid certificate is eligible for membership in this club. Just send your name to Roy Cooper and it will be taken care of.

Golf News

By Charles Sumner

THE final event of the season took the form of a mixed Scotch foursome tournament held at the Walpole Country Club on Saturday, September 18th. Sixteen teams, or a total



James Eppich, son of Arthur Eppich, electrician, is certainly interested in watching that birdie. Jimmie's mother was formerly Miss Ruth Arel, our Plant Nurse.

of 32 players, took part and after the smoke of the battle had cleared the following teams participated in the awarding of prizes: First prize—Benjamin Baranowski and Margaret Corcoran, 98-29-69; second prize—Charles Sumner and Margaret Sheehan, 107-24-83; third prize—L. T. Harriman and Mary Concannon, 104-20-84; fourth prize—Harold Graves and Hannah Flavin, 114-30-84. Third and fourth prizes were divided equally as a result of the tie scores.

This tournament marked the wind-up of a most active and successful season with more club members taking part than ever before, and we eagerly anticipate the opening of the 1938 schedule next spring.

Visitor: "I can't tell you how delighted I am, Mrs. Giles. My son Reggie has won a scholarship."

Farmer's Wife: "I can understand your feelings, ma'am. I felt just the same when our pig won a medal at the agricultural show."



ODE (OWED) TO THE TWITTERER

Often have you heard it told,
"All that glitters is not gold"
Have you also heard this bit?
All that twitters is not wit!

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
Dorothy McEleney

Ruth Milliken
Pauline Ransow
John Murphy
Josephine Antoine
Bertha Broadley

On September 5th Hilda Rafuse and Josephine Antoine had the pleasure of attending the wedding of Wanda Walukevich who was formerly employed at our No. 1 Box Shop. It was a very beautiful wedding and both girls enjoyed it very much.

Who is the "corn-fed gal" that keeps John Puckey tripping up Maine Way?

We heard that Ollie Terreault and Lil Bartsch had some snappy shapshots taken at Hampton Beach. How about it, girls? Don't we get a peek too?

After a very pretty wedding at the Union Congregational Church, East Walpole on August 21st, Mr. and Mrs. Robert E. Mercer spent their honeymoon at Miami Beach, Florida. We extend to you a future full of good fortune and happiness.

Mary Griffin and Margaret Turner, together with Margaret's sister Frances, spent a very enjoyable Labor Day week-end at Hampton. It must be a wonderful place to bring the girls back after spending the week's vacation there.

Mr. Floyd, our Director of Sales, had an experience he won't soon forget this summer when he arrived at his Brookline home late one night to find the door bolted from the inside and a burglar coming down the stairs. Deciding that discretion was the better part of valor, Mr. Floyd hastily went in search of an officer, but by the time he had found one and returned home, the "visitor" had disappeared with a good-sized haul of valuable jewelry and household furnishings.

All that is heard over in the Finished Stock Records Department is Danny and Judy. We're all wondering who they are.

One afternoon not very long ago, Lou Harriman went to Narragansett with sufficient money to buy a horse, but he came back with just about the clothes on his back. Some people seem to have all the luck.

This Neponset Review news chaser—reporter to you—seeks the co-operation of her co-workers to keep her informed of all the news—past, present, and future. How about a little co-operation, folks?

Lucky Fellows

Charles Makarevich, Accounting, Bennie Baranowski, and Stephen Sheptycki of No. 1 Box Shop, Joseph Jarlis, Boiler Room, and Stanley Jurgelevich, Roofing Plant, had the very enjoyable experience of viewing the International Yacht races off Newport this season from their own boat. The craft is a 50-foot auxiliary sloop, drawing 7 feet of water, having 1200 feet of sail and a five-ton keel. They made the trip via the Cape Cod Canal in two days. They did no night sailing, but anchored off one of the Cape towns. The only mishap was the main sail ripping, and that was mended by a sail-maker at Plymouth.

This sloop was leased out this summer to James Smith, No. 1 Box Shop, who made a trip to York, Maine, with a group of friends.

Pardon our advertising, but this boat is

available or fishing parties. See any of the boys.

Bob Rodd, Jr. became the proud father of a 10-lb. baby boy on August 14th. We understand Frank Vietze has offered to loan him his camera for the ensuing year.

With a dub dub here, and a cuss cuss there, us "gal" golfers are trying our darndest to keep up with the men. How about another Mixed Scotch Foursome? Oh yeah, oh yeah!!!!

Donald Eaton has been seen burning up the roads between Needham and Wellesley. Is she T, D & H Don?

We were glad to have seen George Groendyke and Oliver Turkington during their recent visit here at the East Walpole office.

Wanted

A good strong man with excellent nerves to weather the trials and tribulations of Chairman of the Golf League next spring. Apply to editor!

Lilyan Paquette and Gladys Boulter spent their vacation at "The Weirs" and had to stay only from Saturday to Thursday to break all the hearts there. So they gathered up their luggage and came home. Evidently they made a favorable impression because there hasn't been a dull moment since.

A few late vacationists were Florence Nichols and Chick Campbell. Florence enjoyed her vacation at Hyannis and she is still wondering why the weatherman picked on her. Chick took in New England's scenic beauty. He also said that the New England bathing beauties weren't bad either.

One of our fair golfers reports that comments from the folks at home have been forthcoming since she won a prize in the Mixed Scotch Foursome. One that she likes to repeat is, "You know I play golf just like I play bridge—dummy's luck."

Peg Owens wished she had missed the boat coming back from Bermuda so that she could

stay and enjoy the lovely scenery. Was it really the scenery that got you, Peg?

One of the most successful parties of the summer was the one given the girls of the Box Sales by Isabelle Faunce at her Brant Rock cottage. Everyone had a wonderful time, including Ted Holmes, who enjoyed the bathing and frolicking from his own veranda near by—worse luck!

Canada is a popular vacation land. Agnes Hefferan, May Walsh and Anne Smith took the Saguenay River trip. Alice Clem visited beautiful Digby, N. B.

Nellie Patinsky saw her brother, John, a former Bird worker, safely married in Philadelphia.

Duke Geraghty has left the Mail Room. The boys will miss his "wet" stories in there. Lots of luck on your new job down at the Flooring Plant, Duke.

Ward Gowing has suddenly gone shieky. By his appearance it seems he has stepped into a large amount of dough, but your reporter thinks Department VK has something to do about it. Aint love grand, huh?

The two new messenger boys are Kenneth Ross and Charlie Bishop. Welcome to our midst, boys.

We are very glad to welcome Gertrude Brady back to work after her most unfortunate experience.

We think it's a good thing they don't have a flower sale out in the Square every noon or Mrs. Kennedy would be bankrupt. The last sale they had she bought so many things she almost put them out of business. She looked like a walking flower garden as she jaunted across the square.

At the time of this writing Mary Stone is enjoying a few days stay in Williamsburg, Virginia.

Ward Gowing has just been transferred to the Flooring Plant. We hope you like it as well down there as we liked having you up here. Good luck, Ward. Don't forget to come up and see us sometime.

Bird & Son was well represented at Onset over the 4th of July, as can be seen from this picture. The pretty mermaids are, left to right, Solvig Storm, Eleanor Carlson, Edith Nixon (Bird Machine office), Phyllis Nixon, Elsie Gottberg, Dorothy McEleney and Helen Makarevich.





Frank Nyborn, Jr., twenty-seven months old, says "Common Fence Point Beach at Portsmouth, R. I. is a pretty swell place." He tells us his father works in our East Walpole Laboratory.

Paper Mills

Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Geraghty
Charles Rafuse

Sophie Novick
Mary Driscoll
Peter Glebus
Ralph Clark
Donald Ross

Joseph Jarlis

Linwood Fifield is back to work after a two weeks' motor trip through Maine and Canada; this was also his honeymoon.

John Conley is thinking of joining the married men's class.

Fred Seastrand is enjoying his vacation in Canada.

Fred Duncan spent his vacation visiting his son "Freddie" at Oneida, New York.

Frank Whitehead visited Canada on his vacation.

John Seastrand and family vacationed at Swift's Beach.

Mike McDonagh and family summered at Weymouth. Mike hated to leave the salt water on Labor Day.

John Wosner spent his vacation touring the mountains.

Ernest Oakes claims that Tommy Farr is the next world's champion.

Sounds Fishy

The sardine eating contest at No. 2 Machine was won by Snacks Bisdneck.

Herman Nordstrom and family spent a week at Swift's Beach. Heinie was very lonely, as he had nothing to do.

You ought to see the beautiful vegetable garden owned by Fred Jonah of No. 3 Machine.

Lewis Keddy and John Brown spent their vacations at Nova Scotia.

"Ernie" Stather went shooting jack-rabbits in Indiana.

In the Pink

"Hal" Dobbins is in the pink after his vacation spent in Maine, in fact he is "fit as a fiddle", and "smoother than a smelt"!

Walter Bisdneck, No. 2 Machine, spent his vacation touring the middle west in his new Plymouth.

Nobody knows where James Mulkern went on his vacation, but he said he had a good time.

Mike Korbust is in the market for a new home. Anyone that has one for sale had better get in touch with Mike's wife.

For some time we have been wanting to ask George Carlson what the attraction is in Dedham.

Robert Mattson of the National Guard said he had a swell time at camp.

Don't Miss the Bout

William "Crusher" Reardon went in training during his vacation for his coming bout with Everett "Dazzler" Brennan, which will open the indoor wrestling season.

Everett, incidentally, found a new use for tomatoes the other day—as a face massage. He expects to enjoy it greatly.

Mr. and Mrs. Herman Nordstrom spent three days in New York. They visited our Fifth Ave. office, Radio City, and crossed the George Washington bridge into New Jersey. Then they drove up the Hudson over Bear Mt. bridge, and back home from there.

John Ready spent a pleasant vacation at Revere Beach.

What's the matter, boys? No more fishing parties?

Joe Knaus spent a week at Sandwich.

We extend our sympathy to John Spillane whose son was drowned on September 8th. The boy worked at the Finishing Department of our Flooring Plant.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Walkathon

The day of the outing the boys here told Jack Smith that there was going to be dancing that night at East Walpole. Jack says that he and his lady friend walked about seventeen miles looking for the dancing but couldn't find any.

Members of both the hose contest company and the soft ball team made a very good showing at the outing and should be given a lot of credit.

Some of the people who went in the busses wanted to get home early but through some mixup the busses didn't leave until after the fireworks but everyone seemed to have a good time, however.

Fergus Christie tried out his new car on his vacation, making a trip to Cleveland.

Leonard Carlson took a trip to see the Old Man of the Mountain.

Jack Reynolds and Willie Banks made a tour of Niagara Falls and Canada.

George Hawley again went to Goffstown, N. H., and enjoyed himself as usual.

Rex Salisbury is receiving congratulations on his marriage to Mrs. Mary Ellis on July 31. After the ceremony they enjoyed a two weeks' trip through New York State and the White Mountains.

Long, Cold Winter!

Tixie Billings has lost his smile since the last race at Narragansett on September 18th. He is afraid it is going to be a hard winter.

Box Factories

No. 1 Box Shop

John P. Walsh
Earl Boyden

John Phelan
Helen Sironka

Sigurd Gustafson

Lewis Hartford is the very proud dad of a baby girl. Congratulations!

Competing Crooners

Phil McCready and Lew are trying to outdo each other crooning their sweet (?) lullabies.

We think Phil reaches the higher notes, although Lew may be the louder, thus drowning poor Phil out.

Emilie Carr spent her vacation motoring

through New York, Virginia, and Washington, D. C.

The girls wish to thank the "Baron" for taking them on the moonlight sail aboard "The Pontiac". A good time was had by all, as the saying goes.

John Hayes is still in the hospital. Hope you will be out real soon, John.

Too bad, Charlie

Charles Desmond says he would have enjoyed the Field Day much more if he had had a free ride on the ponies.

"Moe" DePlacido motored through Canada, Ohio and the sunny south during his vacation.

Henry Yngve is a new man in the Corrugated Department. Hope you enjoy working with us.

Flash!

We have just heard of the announcement of the engagement of two Bird workers—Sarah Bowers, No. 1 Box Shop and Gordon Girling, Flooring Plant. Congratulations.

Well, it finally happened—Wanda Walukewich was married on Labor Day, September 6th, to Stanley Benkevich of Norwood. We wish them many years of happiness.

Louis Lamperti injured his eyelid while tying up cases. He lost a month but is back to work again feeling fit as a fiddle.

Betty Kugel has bought a '36 Chevrolet. Jeff Connelly thinks it is a "leapin' Lena" from the way she started it up in first in Norwood center the other day.

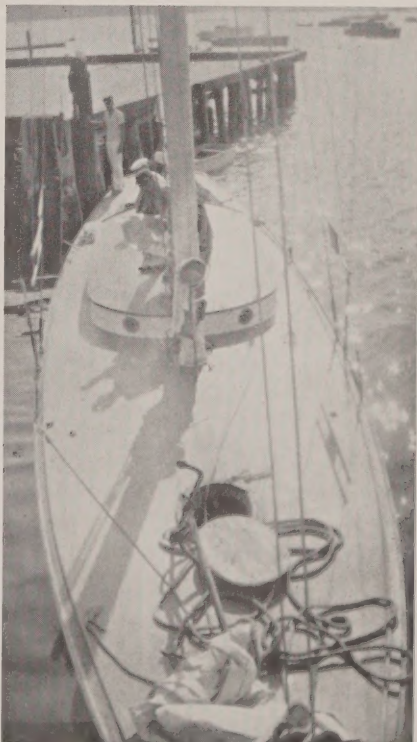
No. 2 Box Shop

Mary Bellow
Josephine Rose
Alice Brady

Alma Walsh
Rose Ruggiero
Vaughn Allen

Fannie Murphy had a very enjoyable vacation part of which was spent over the Mohawk Trail to Albany and down the Hudson River.

Gull's-eye view of the 50 ft. sloop, owned by four Bird & Son men; from this boat these men watched the International Yacht races last summer.





Antoinette Puopolo of No. 1 Box Shop surrounded by Apple Blossoms at her Concord Avenue home.

They took in as many points of interest as time would permit, Radio City included.

Trip in Trailer

Frank LaCivita and his wife went 1800 miles in their new trailer which Frank just finished building. Washington seemed to be the most interesting place visited.

Mary McKinnon vacationed at Salem Wilwos and Brant Rock.

John Wilkes spent his vacation at Salisbury Beach.

John Clancy had a month's vacation honeymooning in Canada.

Roofing Mill and Office

George Lane
Stanley Phillips
John White

Harold Mattson
William Percy
Bruce Farrar

Maxmillan Rabinovitch

Ed Lincoln has returned to work following an operation for appendicitis.

Here are a few of the nicknames of the boys in our Shipping Department:

John Hurley—Clamdigger
Ed Sears—Dedham
Al Matthews—Fignancy
Fred Turco—Blackie
Tom Griffin—Indian
John Wiik—Nee Nee
Norman Goodwin—Put put
Charles Delphy—Whar
Arthur McKenna—Western Union
Paavo Faalt—Shirley Temple
Joseph Guertin—Poo poo
John Korsun—Candy
Al Whitmore—Screw driver
Frank Forrest—Huck
Tony Lucas—Lukie
Pat Barrett—Brookline
Henry Christianson—Hakey
Guiseppe DeVirgilio—Small Joe
Charlie Maddocks—Ha cha
Kozimer Jackiewicz—Casey
Rosario Campagna—RoseMarie
John Valma—Ice man

Tom Griffin had a great time up in New Hampshire on his vacation. He found a tribe of Nosoapee Indians and felt right at home.

Ernest Zinkowsky claims to have caught a 12-pounder at Lake George, recently, but we are all entitled to our own opinions!

Our Fred Astaire

Joe Night Life Quinn has just opened a

"School of the Dance" where he instructs would be swingers in the complicated steps of the "Picollino", the "Hunkadola", the "Susycue", the "Balboa", etc. He also gives exhibition dances at the "Blue Moon" on Saturday nights. Mr. Quinn has been going to town for the past few weeks at this popular rendezvous. Incidentally, Joe has entered the "Search for Talent" contest sponsored by one of the leading Boston newspapers.

Pierino Palazzi has been out for some time with a bad ear condition. We all hope for a speedy recovery.

Shirley Temple had better look to her laurels now that Paavo Faalt has had his hair curled. She is in imminent danger of losing her place as America's Sweetheart. He's that cute!

Every effort is being made to chase down the rumor that Pat Barrett went and done it. How about it, Pat, did the love bug bite ya?

Why does Charlie Maddocks yell "Ha cha" when any one goes near him?

Bert Bamford had an enjoyable vacation with his folks at Nova Scotia.

The folks in Waterbury, Vt. are having their annual check up on their doors and windows and the sheriff is dusting out the jail—Charlie Savage is going up again for two weeks.

The Roofing Mill cat again gave birth to a family, this time there were three. Two of them met with fatal accidents, while the remaining cat is fast becoming a favorite with the boys.

Radio News—Is it true that some famous names in radio are related to people in the Roofing Plant, such as: Ken Murray, WEEL, Lorenzo Jones, WNAC, Helen Jepson, WEEL, Eleanor Lane, WBZ, Irene Beasley, WBZ?

Does he wear 'em?

Freddie Turco, our jittery janitor, introduced something new in men's pants. He washed a pair and when they dried they were a bright pink. Yoo hoo!

Ray Call, the man of the hour at the Field Day, has not yet shaken off those night attacks which disturb his sleep with "Ray, where's the marlin?" "Ray, how about the sledge hammer?" and Al Smith's "Ray, why not here for the men and yonder shade trees for the ladies?" Dick Stoddard's "Put the hot dogs here, Ray", and "Ray, how about the lights?" Well, he lived through it, and did a mighty fine job. Here's to him!

Bill McLauchlan should at least receive honorable mention for his efficient interpretation of the Neponset pawnbroker at the Field Day. The trade sign was perfect, Bill—three soccer balls made to order.

We are all glad to see Chester Gibadlo back to work after his recent accident.

After spending a week end out of town, John Higgins returned to work with four stitches and the start of a mustache.

We extend our sympathy to Mr. Beasley in the loss of his wife's mother.

That new attraction of the Midway, "kill the goalie, or score a goal" sponsored by the Soccer team was the hit of the Field Day, as all ages and both sexes got their kicks off their chests most appropriately.

David Fleming is vacationing in the White Mountains.

Harry Dresser is touring the Carolinas.

Our appendix twins Ralph Kemp and Ed Lincoln are both back to work and showing their fancy stitching.

Ray Bearce spent his vacation at Common Fence Point, Rhode Island, playing golf in the mornings and replacing divots in the afternoon.

Our Insul Bric Bowling champs of last year,

according to reports, will be still better this year. Watch out, you bowlers!

Hugh Gardiner has purchased a Chevrolet Coupe.

Herbert Jepson vacationed by touring neighboring states.

Charles Chorlton spent his vacation with friends at Prince Edward Island.

Charles Norton should be awarded the Roofing medal for valor. After breaking his finger in the first trial in the hose coupling contest at the Field Day, he continued and helped us to win second prize.

Rudolph DeMichele is to be congratulated on the birth of a son on July 12th.

Carl Edman, James Quinn, Domenic Del-Grosso are back from vacations with stories of Brockton Fair and surrounding beaches.

Bill Carr has returned from a vacation at Prince Edward Island.

We are all sorry to hear of the death of Mike Damules' wife during the last month.

John Graney motored to Montreal, Niagara, and New York City during his vacation.

The mill kitten, previously referred to, has been named "George," but in honor of which of our many "Georges", we have been unable to learn.

"Swede" Ostrom is still waiting for his horse to come in. Nice picking, Swede.

Francis Nichols has been honored with a life membership in that well-known Lonely Hearts Club of Boston. Tough to be lonely, Francis.

Harry Waechter is building a little love nest in Walpole. Good luck, Harry.

Herbert Snell has been transferred from the production machines to the Granule Plant.

Tony Richardi has left us to attend the University of Alabama. Best of luck, Tony.

George Smith and Eddie Wormald are great checker players. They have moved again. Both are living in the big town of Canton. Where is the next move, boys?

Are you getting ready for duck hunting? See our shot gun expert, Leslie Forrester.

Jack Bailey has returned from a week's vacation in New Hampshire. Want to buy a farm, Jack?

The Granule Bowlers are getting under way, so watch out this year.

If anyone has any spare time, our "Captain

Splashing in the Bird Bath is just as much fun as swimming in the Big Pool, says Miss Beverly Harriet Smith, daughter of Roy Smith, Roofing Sample Department. Beverly is fourteen months old.



Stanley" would like to dry dock his boat some time. O.K. Captain.

John Marcellus has returned to work after two weeks' vacation in Philadelphia and Atlantic City.

Vincent DeLaiarro is the proud dad of a baby daughter. Congratulations.

Jack White, who is now on his way to England on a vacation, was presented a Waterman pen and pencil set at the Soccer meeting on September 23. The presentation was made by Captain James Schuller who stated that the gift from the team was made in appreciation of Jack's fine work.

Flooring Mill and Office

Angelo Macchi
Thomas Paquette
Laurence Gammell

Leon Zinkowsky
Albin Vietze
Thomas Burns

"Cohen" Coyne returned from a tragic trip to Lake Bomoseen, Vermont. He left his best girl friend in his rival's arms.

Latest Fish Story

Gordon Wilson, or Backlash Wilson, caught a mere six pound bass.

Larry Hewins spent his vacation at home.

Who is the fellow in the Undercoat department whose initials are Wilho W. who is that way about a certain "heart throbber" at a Norwood dry cleaning establishment? W.W. would have been glad to deliver anyone's suit there to be cleaned, but alas, the certain heart throbber is not there any more. It is too bad, W.W., that another party has beat you to it.

Tad Maguire spent a lonesome time down on the Cape. P.S.—his girl had to work.

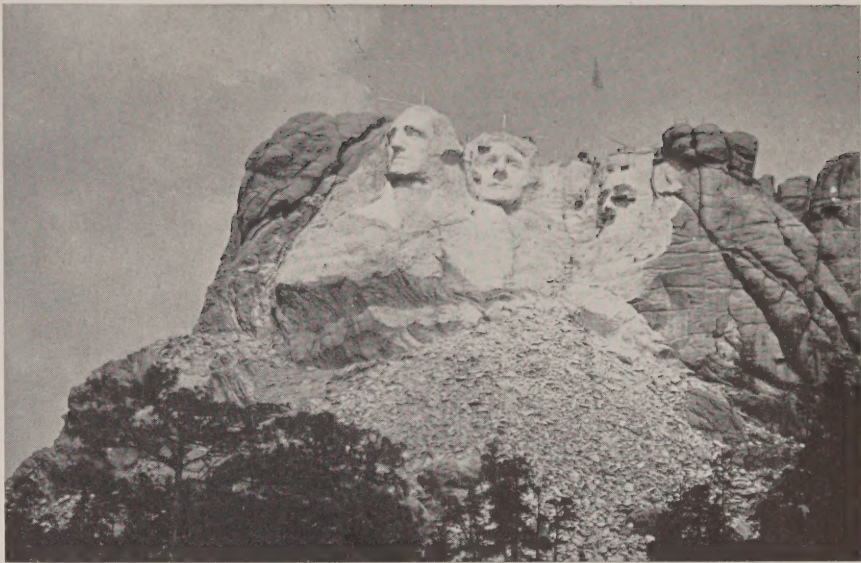
It is rumored that Kaino Paajanen is the unluckiest fellow in the world. His last year's girl friend wasn't at the lake this year.

Have You Seen It?

The cutest sight around is to see C. K. Johnson wheeling the youngest. The carriage is as large as Johnson.

Red "Chisler" Wurzel spent a week end in New York. Just a habit, eh Red?

The Candid Camera found Kaino Paajanen on vacation at Lake Bomoseen, Vermont this Summer. It is evident that Kaino had a good time.



Mt. Rushmore in the Black Hills of South Dakota, where the faces of the great leaders of our Nation are being carved out of solid rock. Taken by Harold Rohrbach of Chicago.

Stan Cody went to the mountains for a week and the scenery was grand. (Nice girls, get it?)

Mel Chevers, one of our creative designers, gave a speech on Bird products at the North Attleboro Rotary Club.

On September 2nd Mr. and Mrs. Allen Hill celebrated their 25th wedding anniversary. Mr. Hill has worked for Bird & Son since 1922 in the Undercoat Department. Congratulations to them, and best wishes for many years of continued happiness.

We extend our sympathy to the parents of John J. Spillane, Jr., who was drowned on September 8th. He had been missing from home several days before his body was discovered in Boston harbor. He had worked for Bird & Son in our Finishing Department for one year.

California Here I Come, was John Macchi's theme song six weeks ago. But now it is New England Here I Stay; John reports that the Californians can paint wonderful pictures but when asked for the subjects they just aren't to be found. All in all says John it was a wonderful trip.

Carl Johnson did not lose anything as far as weather goes when he postponed his vacation to the last of September.

Everett Tripp has reported frost and ice in Foxboro two weeks before any signs of winter in Norwood.

Everett Rockwood has taken his furlined jumper out of Cold Storage. The identification marks on the back he says are to assure him of knowing just who is wearing it this year; last winter he lost track of it until spring.

William Mingles, the scientific poultry man, has found a method of doubling his sales by producing eggs either with whites alone or yolks alone, and of course the shells.

Who is the Beau Brummel of the Flooring Plant? Why Dick Finningham of course, at least the results from a locker room contest so acclaimed him, with Christopher Doyle a close second.

Arthur Walker has joined the heavy taxpayers club. A new home on East Cross Street, Norwood, is his membership card.

Howard Nelson has a new charge at his

home—a baby girl born at the Norwood Hospital September 7th, 1937.

Ernest Paciorkowski starts on a trip south this week; he has a route picked that will take him through Washington, D. C., West Virginia, Ohio River Valley to look over the recent flood area and back by way of Niagara Falls.

Christopher Doyle has just completed a course in public speaking. The men wish he would find a new Public, now that he has his diploma.

Chicago Mill and Office

Gladys Davis
Raymond Gusick

Edward Stadt
E. G. Manteuffel

VACATIONS—Mostly West this year

Virginia Szukalla and Mary McWade had a most enjoyable vacation, spending it in scenic Colorado—Denver, Estes Park, Colorado Springs, etc.

E. G. Manteuffel made a trip by auto to and through Florida with several other members of his family. Certainly he had a good time.

Ernest Oakes—East—Atlantic City, Cleveland, spending most of his time in Atlantic City. The group of snapshots which he showed us were well worth viewing.

Richard Wohlberg—A pastoral vacation—Indiana. We understand he became quite adept at milking cows.

Marjorie Curran, also heeded the advice to "go West". She spent her vacation seeing California, the upper west coast of the United States and lower Canada.

George Lampton spent his vacation breaking in his Ford V-8. Those in the Chicago office are certainly "watching the Fords go by" these days with Gordie whizzing around in his. Somewhat akin to the 20th Century Limited.

Everett Johnson and Fred Johnson drove to Watertown, N. Y. to visit relatives.

Virginia O'Brien drove to New York with relatives and also spent some time in "Good ole Peoria."

B. J. Overholt toured the Great Lakes region.



Lost, Strayed or Stolen — Finder Please Return to Chicago Sales Department. Answers to name of Emmet Oakes.

Harold Brandau—Just returned from the West—driving all through Colorado.

Mr. and Mrs. Kennedy spent their vacation in Denver.

Roswell Koerbel Smith—Flit-ed to Pittsburgh over Labor Day.

Famous Last Words:

"Who blew your horn?"

Shreveport Mill and Office

Vivian Richmond Charles Houghton
Harvey Beauchamp

The cops will get you if you don't watch out! At least that has been the warning around the office since the owners of automobiles with northern licenses have been down in Sunny Louisiana. If you do not believe this just ask Barney Soward.

Ask Dick

Richard "Dix" Johnson can tell anyone about the roads in Arkansas. He claims to have an indented car top and a touchy head from his recent trip through the "Razor Back" State on his way to and from Wisconsin.

We are still wondering about this tennis playing that Richie "ole Folks" Richmond has been playing. For several days it seemed as if we would have to get her a wheel chair.

"Little Johnnie" Matcha came down in a big way to give all us Southern girls a break—and what a break.

Grace Fuller in calling about the meat on the favorite luncheon spot menu invariably got the slaughter pen.

Ruby Slaughter rushes hurriedly to the switch board to relieve Katherine Mares and in trying to get Central Wholesale Co. for "Hawk-shaw" Miller she called Vincennes 0060 and asked Chicago's Freida to give her Central Wholesale Co. in Shreveport, Louisiana.

Look out here I come! Little Opal Parry can really pass 'em up, even Mr. Johnson.

No more music for Lucille McMurtrey since she doesn't like "Ed" any more.

Does Katherine Mares really have a sister in Monroe? Or does she—

"Chicaumouga Bill" or much easier to say "Chic" Robie is no longer a southern "Kernal". It seems that on his trip to Houston and points south several weeks ago he suddenly acquired a new moniker.

Quick, Eddie, the Flit

Eddie can you spare a little Flit? The pet mosquitoes have learned that when Eddie Houghton begins to look under his desk it is time to fly to safer quarters.

Our "Uncle Sam" Willie Smith seemed to think the ole buggy wouldn't make another trip to the Post Office and plant so he ups and purchases a good looking Ford. Look out, girls—

"Bo" Beauchamp, a sales correspondent in our office is now wearing his fall felt. He is an unusual chap in that he knows the application of Bird Roofing from A to Z. He is a business like young man and will go places—

E. B. Weeks, Oklahoma salesman, has acquired a new boss. She's one of the beautiful girls from Oklahoma City. Congratulations, Ed!

The vocafilms are meeting with great success in the Southwestern Division. Showings are being held every day and salesmen are getting more sales as a direct result of the films.

L. S. Wharton reports the sale of a nice job of Art Bric siding. He says the sale was consummated right after his showing of the film "Side Lines."

E. B. Dodd, representative in San Antonio, Texas recently held a showing at the Bird Lime and Cement Co., Bird wholesalers for San Antonio and vicinity. He reports that over sixty applicators and salesmen attended and were enthusiastic in their praise of the films and the meeting held in conjunction with the showing.

Mr. R. D. Peterson caused plenty of envious mouth-watering at the Shreveport office when he described, with typical Peterson vividness, the glorious lobster dinner he enjoyed in Boston recently. We suggest that he apply his "controlled distribution" system to the lobster problem so that we all can enjoy such dinners.

Well Shreveport is on its way to become the leading roofing manufacturer. John Matcha, Ray Wolf, and Dick Pierce are down from Chicago to give us a hand in getting the machine running smoothly.

John Matcha complains about the warm weather and the auto drivers. Says he doesn't see how people down here stand either. But what has Chicago got that Shreveport hasn't?

Mal Davis and family enjoyed a trip to Dallas, Texas over Labor Day week-end, including a visit to the Pan-American Exposition.

Fishing?

C. Motes and J. L. Sanders went fishing Labor Day. And what fish they didn't catch! They got stuck in the mud and spent most of their time getting out.

Now that the "no smoking" regulation is in force, Mr. Harvin walks around with an unlighted cigar all the time. It's kind of hard on the cigar manufacturers.

R. L. Fulton, a newcomer in our midst is really tall. Over six feet tall in his stocking feet. He always has to have his bed lengthened to his size.

People in the North seem to have the idea that Southern prices are lower, but ask Wally Bauer. He remarked that the only things cheaper are watermelons and ice cream; and you can't live on such variety.

What's this we hear about our tennis playing

co-workers? It seems Fred Robie and Miss Richmond played tennis one evening and Miss Richmond slipped and injured her ankle. Now she is anxious to know whether liniment applied by another might not help the injured ankle.

Berry Asphalt Company

Otto Holloway

Buster McGuffin

John Savage

R. A. Chubb, Assistant Superintendent, is the proud father of an eight-pound boy. Mrs. Chubb and boy are getting along fine. Congratulations, Mr. and Mrs. Chubb.

Chester Eberle, our salesman, better known as the "arm chair kid" has been in Talco, Texas, for the past two months, getting shipments out on time for the Berry Asphalt Company. Chester says he is the melting point king.

Now that the weather has cooled off the lease and the refinery have resumed the soft ball rivalry. We understand the lease is looking the minor leagues over for prospective replacements and that the score keeper has requisitioned an adding machine.

"Uncle" Perry has asked Fred Dixon to order him a winch for his wheel barrow.

Champions

We award the Waterloo championship for rapid courtship to John Savage. She became Mrs. Savage ten days after she met John. Congratulations, John!

We also award the championship for slow-courting to John Atkins and Jess Hays who have forgotten how long they have been courting the new madams.

Bill "Shanghai" Jinks is in no danger of losing his crown as champion eater. Bill polished off a huge meal and then lapped up a gallon of shelled peas for dessert. Yes, he is still the tops.

Although we have been in our new office a little over two months, we are still afraid we are dreaming and might wake up in the old one. We think we have a mighty swell place and we are plenty proud of it. Sure we have Bird Floor Covering!

Flash!

Correction on the weight of the Chubb offspring. 8½ lbs. instead of 8. And the name, Richard August Chubb, II. Oh, Junior!

The person responsible for that little dirty—"The Love Bug will Bite You if you don't watch out" must have had Waterloo in mind.

Lloyd Fairchild says that the swimming in the Gulf is real sport and that the only trouble is the lack of finances or he might retire to a life of ease and swimming on the Texas Gulf Coast.

Dan Landt has spent the summer in the

Polar Bears at the Brookfield Zoo in Chicago, taken by Mary McWade.



Hospital with a serious leg burn but should be released now in a few days. We all hope his car still runs because his girl friend has had many pleasant miles in it this summer.

We overheard this remark "These vacations are the stuff. You get paid for not working. Wish there were more of them."

We hope that some day Bill Lichty will catch a fish big enough to keep.

Overheard

Crook Richardson—"I don't like that town" (Camden).

Jess Hayes (newly wed)—"Bacon can't be that high."

John Savage (whirlwind)—"There is no use fooling around."

Joe Weems—"I wish Sidney would get off that night shift and then may be we could win a soft ball game."

R. A. Chubb—"I suppose it will be a girl."

W. J. Lichty—"Some day I'll hook a big fish and get my picture in the Neponset Review like Barney Soward did."

Aussie Tomlin—"These car payments hurt me."

Jimmie Clarke has returned to the lab after getting his BS degree in chemistry at the University of Arkansas. He reports that he was real proud of his record considering the good time he had.

When R. N. Smith was talking to the Plymouth salesman about new trucks for the lease he got his arguments twisted somehow and awakened to the fact that he had traded his personal car. It's a nice looking car though. The car dealer says he probably won't be able to sell him another because it all happened so quick that Rog lost the pleasure of arguing and dickering for several weeks.



This picture of twin mules was taken by one of our Western salesmen, Mr. Bradford Morris, at his farm near Hot Springs, Arkansas.

Western Salesman has Large Poultry Farm

A POULTRY farm that is a poultry farm is located on the highway between Murfreesboro and Hot Springs, Arkansas, and is owned and operated by Bradford L. Morris, one of our Chicago Roofing salesmen. This farm has a chicken hatchery of 4,860 capacity weekly with incubators operated by steam heat.

A building 27 x 70', also steam-heated, houses the young brood, all contained in modern and sanitary compartments where constant in-



Home of G. A. Sayres, built this past Spring in Knoxville, Tenn. It was designed by one of the better architects in Knoxville, and has a Weathertex Slate Blende Roof, and Weathertex Siding, Gray-Green.

spection is carried on, and where 1400 broilers are kept in readiness for shipment. Other buildings house different breeds of fowl, among which is one containing 350 laying hens.

In addition to his poultry, Mr. Morris has a 14-acre apple orchard and Elberta peach orchard, and 50 acres of strawberries. Mr. Oscar Keling is in charge of the farming operations, and Mr. Alvin Agard, a poultry expert, manages the poultry department.

In a recent letter to one of the local newspapers, Mr. Morris wrote, "We are trying to build up this industry in this area, and as you know it is in its infancy and hard to get people to see that we can't grow cotton for cash crops on this hill land. . . . No better chicks can be had than what we are putting out, and they are closer home."

This certainly is an interesting hobby, which Mr. Morris has developed to a really sizable business. He has every reason to be proud—not only of his modern equipment and the Government-approved stock, but of the whole business operation which is filling a real need in the community. We hope to hear more about this farm in the future, and to receive interesting pictures of its operations.

McGinty: "I've a terrible corn on the bottom of my foot."

Pat: "That's a foine place to have it. Nobody can step on it but you."—Detroit News.

Tennis News

By Frank Clem

ALTHOUGH the Tennis Season isn't quite over, as yet, it has turned out to be a very successful and interesting Season. Thirty-seven members joined the Club this year.

Two teams were sponsored, and matches were played with the following Clubs—Brockton Y. M. C. A., Attleboro, West Medford, North Attleboro, Mansfield, Northbridge, Milford, and Medway. In the matches played, the second team lost two, and the first team is still undefeated.

Our open tournament this year drew a very long entry list, which included many of the best players around greater Boston and the best of the Rhode Island Group. The tournament produced some very fine tennis, and was won by Charles Swanson of Pawtucket, who is the Rhode Island State Champion at present.

John O'Kane became the winner of the Francis William Bowl Tournament for the second successive year, defeating Peter Clem in the final match.

Members of the Club have entered the open tournaments in the surrounding towns, and have practically cleaned out all the opposition. We had both finalists in the Mansfield Sun's Tournament, and already have two semi-finalists in the Norwood Messenger, Attleboro Sun's Tournament, and one finalist at the Norwood Civic at this time.



Bird & Son Baseball Team, 1937 edition. Front row, left to right, John Maguire, James Kane, Ralph Surette, Ernest Oakes, Martin Bannon, Peter Amerault, Walter Novick. Back row, Thomas Woods, Arthur Walker, Joseph Pawlowski, Joseph Smelstor, Lili Petroni, Andrew DeValga, and Leo Coughlin. The bat boy is Melvin Grover.

Baseball Season Closes

By Ernest W. Oakes

THE season has come to a close with the Bird & Son team winning 18, losing 13 and tying 2 for an average of .581. This record is better than the previous year.

The team finished third in the first half of the Old Town League and second in the second half. The half winners were Canton and Natick. The winner of the series between the two teams was Natick who defeated Canton in three straight games.

This represents a fairly successful season, but with a bit of added strength in batting the team would have done far better. The team had a batting average of .268 and only four batters were in the select .300 class. The pitching was excellent and many of the games were decided by a one run margin. Eight games went extra innings.

The Inter-Departmental League was won by Ed Hiller's "Rolling Roofers". This makes the third year in succession that the Roofers have won. The averages are listed below:

	Games	AB	H	Ave.
Bud Maguire	24	84	32	.381
Leo Coughlin	27	91	32	.352
Ralph Surette	16	62	20	.323
Walter Novick	23	80	24	.300
Henry Hosking	21	55	16	.291
Lili Petroni	32	117	31	.265

Joseph Smelstor	19	69	18	.261
James Kane	26	86	21	.244
Andrew DeValga	19	53	12	.226
Martin Bannon	23	76	17	.224
Joseph Pavolowski	15	40	8	.200
Peter Amerault	19	62	12	.194
Arthur Walker	16	43	7	.163
Joseph Eppich	10	25	4	.160
Bud McTernan	4	13	3	.231
John Dixon	3	11	3	.273
Thomas Maguire	3	10	2	.200
Thomas Woods	2	6	2	.333
Ernest Zinkowsky	2	6	2	.333
Ernest Oakes	2	7	2	.286
Donald Preble	2	3	0	.000
	999	268		.268

Radio Order

HERE is the latest new wrinkle in business—we have received an order for Shingles and Sidings by short-wave radio.

Early this Spring we furnished some material for construction work at the Bowdoin Scientific Station on Kent's Island, New Brunswick, Canada. The expedition sailed from Lubec, Maine on June 15th to carry on scientific investigations during the Summer. They carried with them Roofing and Siding materials furnished by Bird & Son for the construction of additional buildings at the Kent's Island Base.

On July 31st, amateur radio

W1-IHI, 14 Lafayette St., Quincy, Mass. received the following radio message, and mailed it to Bird & Son on a post card—

"NEARING COMPLETION OF SECOND BUILDING AT BASE CAMP TO BE MADE WITH BIRD SIDING AND SHINGLES STOP NEED EIGHT MORE BUNCHES SHINGLES SEVEN MORE BUNDLES OF SIDING FIFTEEN FEET BRICK CORNER FINISH AND TWO GALLONS OF PLASTIC CEMENT TO COMPLETE BUILDING STOP TRUST YOU WILL AGAIN AID US SO THAT WE MAY BRING BUILDING TO COMPLETION STOP WILL HAVE FILMS SENT TO YOU AS SOON AS POSSIBLE STOP VESSEL IN UNITED STATES PORT NOW AND AN EXPEDITION TRUCK IS GETTING EQUIPMENT IN BOSTON THIS WEEK STOP REPRESENTATIVE WILL CALL AT WALPOLE OFFICE—SIGNED W. A. O. GROSSE, DIRECTOR—BOWDOIN KENT'S ISLAND EXPEDITION."

Our Sales Department promptly complied with the request, and held the order in readiness until it was picked up by the expedition truck and taken to the boat for transportation to New Brunswick.

Several Investigations

This Scientific Expedition is carrying out investigations in several lines. It is securing additional meteorological information, and making special investigations in the field of fog phenomena. A study of sea temperatures, and a further study of the great tides in the Bay of Fundy will be made.

For the first time special studies will be made of rare birds of that section, and an attempt made to record electrically their calls. If this experiment is successful, one result will be a useful method for gathering sound records of wild life in inaccessible regions. It is being done on a sensitive microphone equipped with a reflecting mirror for concentrating the sound, which can thus be detected at a distance of half a mile. From the microphone the sound will be carried over a long portable cable to a powerful short wave transmitter. The calls will then be received and recorded on films by a sound truck waiting on the mainland sixty miles away. This is the first attempt ever made to record bird songs by radio.

Veterans' Service List

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during October and November, and of those who complete twenty or more years' service during these months:

OCTOBER			Years
John Dower	10- 1-1895	Maintenance	42
Chas. T. Derry	10-12-1897	Retired	40
H. L. Engley	10- 9-1901	Roofing Plant	36
Victor Purdy	10-12-1907	Maintenance	30
Alice Fales	10-28-1907	Office	30
Jeremiah Cullinane	10-10-1910	Maintenance	27
Nils Lindequist	10-11-1910	Flooring Pl't	27
John Foley	10- 4-1911	Roofing Plant	26
Antonio Wosniak	10-11-1912	Flooring Pl't	25
John P. Dolan	10-31-1912	Box Sales	25
Mary B. Foley	10-14-1913	Office	24
Michael Curran	10-19-1913	Flooring Pl't	24
Ludwig Anderson	10-30-1913	Maintenance	24
Michael Uzdavins	10- 5-1915	Paper Mill	22
Julia Dolan	10-16-1916	Box Shop	21
Michael Damules	10-16-1916	Roofing Plant	21
Lawrence Doane	10-30-1916	Paper Mill	21
Peter Didicks	10- 4-1917	Flooring Pl't	20
George E. Smith	10-27-1917	Roofing Plant	20
Severio DeChellis	10- 5-1922	Box Shop	15
Anton Tamasankas	10- 7-1922	Flooring Pl't	15
J. W. Walsh	10-17-1922	Roofing Plant	15
Antonio Unaley	10-17-1922	Box Shop	15
William Doyle	10-22-1922	Maintenance	15
Wm. Donohue	10-23-1922	Maintenance	15
F. H. Bagley	10-23-1922	Flooring Sales	15
Andrew Center	10-25-1922	Box Shop	15
Martin Kane	10-27-1922	Paper Mill	15
Laura Farris	10- 6-1927	Office	10
James Mulkern	10-25-1927	Paper Mill	10
Roland Johnson	10-31-1927	Paper Mill	10
Antonio Delgrossio	10-10-1932	Flooring Pl't	5
Hilda Mattson	10-14-1932	Office	5
Phillipsdale			
Charles Smith	10- 6-1916	Plant	21
Tony Sousa	10- 9-1916	Plant	21
David S. Lowry	10- 5-1922	Office	15
Peter Teresska	10-24-1927	Plant	10
James Smith	10-10-1932	Plant	5
Chicago			
Thomas Henahan	10- 9-1922	Plant	15
Margaret Mulhall	10-17-1932	Office	5
Canada			
H. W. Fitzsimmons	10-15-1922	Montreal	15
D. Pilon	10-14-1927	Montreal	10
J. A. Patrice	10-27-1927	Montreal	10
L. J. Paquet	10-20-1911	Pont Rouge	26
A. J. Lehouillier	10-21-1912	Pont Rouge	25
S. J. Julien	10-22-1927	Pont Rouge	10
NOVEMBER			Years
Marshall Grant	11-10-1894	Power and Steam	43
Ernest Stather	11-18-1901	Box Shop	36
Eric Johnson	11-20-1903	Paper Mill	34
P. H. Bailey	11- 1-1904	Advisory and Consulting Vice-Presi.	33
Timothy Reardon	11-12-1907	Maintenance	30
Lewis Walter	11- 5-1908	Box Shop	29
Michael McDonagh	11- 6-1911	Paper Mill	26
Chas. J. Watson	11- 9-1912	Roofing Plant	25
Mike Sawkiewicz	11-20-1914	Paper Mill	23
John Moylan	11- 6-1916	Paper Mill	21
Anton Blazir	11- 7-1916	Paper Mill	21
Marion A. Tolman	11-26-1917	Office	20
Wilmer Wiggins	11-27-1917	Box Shop	20
Martin Thornton	11- 7-1922	Maintenance	15
Harold S. Higgins	11- 9-1922	Box Shop	15
Gabriel Kahanowskas	11-13-1922	Box Shop	15
Adolph Waitonis	11-21-1922	Maintenance	15
James Benoski	11-22-1922	Box Shop	15
Fred E. Morrison	11-24-1922	Box Shop	15
John A. Ginley	11- 9-1927	Box Shop	10
Eric Eklund	11-16-1927	Box Shop	10
Edmund Wenstrom	11-17-1927	Roofing Plant	10
Milford Ward	11-28-1927	Flooring Pl't	10
Lawrence Wright	11- 3-1932	Office	5
Chas. Makarevich	11-21-1932	Office	5
Helen Daukiewicz	11-21-1932	Box Shop	5
John Bandonis	11-25-1932	Maintenance	5
Carolyn Delaney	11-15-1932	Office	5
Edmund Johnson	11-29-1932	Flooring Pl't	5

Suggestion Awards

AUGUST

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

- New Type Coating Sleeve—George Heugel, Chicago
- Small Roller for Tying Machine for Copper Clipt Shingles—R. J. Lance, Chicago

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

- Belt Shifter on Hanger Drive—Carl Brennan, FFD
- Saturation Guard—Ben Cozzi, Chicago
- Cover for Siphon in Basement—Joe Cozzi, Chicago
- Rollers on Barrel Stand—John Glebus, FBM #5
- Castors for Two-Wheeled Hand Trucks—Richard O. Jenkins, FFV
- Galvanized Iron Form to Aid in Packing Corner Strips—Joseph Lance, Chicago
- Platform for Thick Butt Section #2 Machine—R. J. Lance, Chicago
- Guard for Gears on East Side of Coating Rolls—R. J. Lance, Chicago
- Rebuild Looper Incline of #1 Machine—R. J. Lance, Chicago
- Making Steel Top for Table—Paul Leatherman, Chicago
- Platform for Chlorine Gas Tank #4 Basement—Ernest W. Oakes, DMT
- Drain Pipe in Caustic Mixers—Peter Petroni, FXC
- Skid Tops for DF—Victor M. Purdy, EMW
- Rail Guard for FXG-4—Michael J. Sameski, Jr., FXG
- Change Steam Jet in Blower System, FX1—George Smith, DMH
- Hook on Handle of Broke Trailer—Hans Wilhelmsen, FBY

Two men were awarded an additional \$10.00 each for having had five suggestions accepted: Michael Sameski, FXG, and George Smith, DMH.

SEPTEMBER

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

- Slate Baffle under Hopper—Ben Cozzi, Chicago
- Idle Roll for Surfacing Section FBPM7—Ruel Fulton, FBPM7-2
- Stop on Push Button at FFN Winder—John McLatchey, FFN 15

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

- Rearrange Hopper at Roofing Machine—Solomon Baker, Chicago
- Screen in Chute to 6' Air Separator—Howard C. Bearce, FBW 18
- Change Location of Asphalt Chute at FBI—W. Raymond Bearce, FBI 2
- New Method of Cutting Samples at FBI—W. Raymond Bearce, FBI 2
- Sign at Primary Crusher FBW—Vincent Cappuccio, FBW
- Hose for Slate Hoppers on Thick Butt Section—Joe Cozzi, Chicago
- Replace Curved Rail on Stickrack with Cams—Wm. Cozzi, Chicago
- Non-Skid Brake Pedal on Electric Trucks—Joseph De Virgilio, FBV
- Change Piping of Coating Line—George Heugel, Chicago
- Screw Conveyor for Embedding Belt—George Heugel, Chicago
- Doorway in Boiler Room Wash Room—Thomas Horridge, DP
- Extension Valve for #1 Machine at Chicago—Harry Jensen, Chicago
- Holder for Used Emery Wheels—Edward Moore, Chicago
- Make Art Bric and 3 and 1 Straight Knives 1/8" Longer—Edward Moore, Chicago
- New Outlet for #200 Dust Tank—Tony Richardi, FBW
- Extra Handle on Pull Roll Clutch—Herbert E. White, FFN

George Heugel, Chicago, was awarded \$10.00 for five accepted suggestions.

Phillipsdale			
William Livingston	11- 4-1910	Office	27
Patrick Clarkin	11-10-1927	Plant	10
Lewis Jennings	11-12-1927	Plant	10
Albert Dyson	11-10-1932	Plant	5
Chicago			
Andrew Alexander	11- 1-1917	Plant	20
Ernest Grosscup	11- 1-1917	Plant	20
Della Lyndon	11- 1-1917	Office	20
Louis Droegge	11-17-1917	Plant	20
Herman Kleinow	11-19-1917	Plant	20
Berry Asphalt			
H. E. Herring	11-16-1932	Plant	5
Canada			
J. P. McGuire	11- 3-1927	Montreal	10
P. Reid	11-15-1913	Montreal	24
P. E. Viau	11-24-1927	Montreal	10
E. J. Petit	11- 4-1910	Pont Rouge	27
J. C. Lamothe	11-10-1910	Pont Rouge	27
E. M. Copeland	11-18-1927	Pont Rouge	10
Correction			
Omission from July list			
Bradford Morris	7-20-1927	Shreveport Salesman	10

"These are especially strong shirts, sir. They simply laugh at the laundry."
"I know that kind; I had some which came back with their sides split."

Surgeons were told that glands can be successfully trained, giving the patient a gland and glorious feeling.—Indianapolis Star.



The first load of roofing to leave the Shreveport plant. This picture was sent in by our Shreveport correspondent

Shreveport Plant Starts Operations

PREPARATION of Asphalt at storage and at the stills at our Shreveport Plant started on Monday, September 13th—and on Monday, September 20th actual production of Saturated Felt on the Roofing Machine was started. As proper adjustments are made and the various sections of the machine are proven to be operating correctly, Smooth Surfaced Roofing, Mineral Surfaced Roofing, Shingles and Thick Butt Shingles will be manufactured, bringing the Plant into full operation.

After the entire machine has been tuned up and is operating satisfactorily in producing our standard products, work will be started on a Granule Coloring Plant. When finished this will be a complete unit similar to but smaller than the one now in operation at our Norwood Roofing Plant.

Construction is complete on the entire Roofing Machine now, and all sections are ready for trial runs as soon as practical. Many of these will have been made by the time this issue of the *Review* appears.

Mr. J. G. Young, Western Manufacturing Manager, has been in charge of the construction work, assisted by Mr. C. J. Harvin, Master Mechanic, Mr. Frank Kruizenga, formerly of Chicago Plant, is machine tender, and Mr. Walter Bauer, formerly of Chicago, is the Shipping Foreman.

Three Accidents

ALTHOUGH there has not been a single Lost Time Accident in September, we had three lost timers in August. The first was August 16th in the Solid Fibre Finishing Department when Louis Lamperti cut his eye while tying bundles. He was holding a knife in his right hand as he tied the bundle and his hand slipped as he pulled on the rope to tighten it, causing the knife to hit and cut his left eye.

On August 21st Frank Lippolis, Flooring Maintenance Department, was attempting to move a pull-out machine in order to open an oven door. In doing so he wrenched his right knee. At first it appeared to be only a slight strain and he continued working for a month until the knee got worse and made it necessary for him to start losing time on September 20th. He is still out.

The third accident occurred to John Coughlin at the Flooring Print Machines on August 25th. He lowered a guard to guide a tear through the rolls and as he did so his glove caught and his hand was pulled into the rolls, causing a friction burn of the right forearm. He is still out.

We had only one accident in October last year. Can we better that record and make it a no-accident month this year?

Bird Club Starts Season

WITH a record attendance of nearly seventy-five, the Bird Club Members elected a Treasurer, Secretary and

three Council members, and voted unanimously to accept the revised by-laws at the annual meeting of the Club held Friday evening, September 10th, in Bird Hall. H. S. Whitney was re-elected Treasurer and A. W. Smith, Secretary. Wesley A. Beaulieu, Hermon T. Barker and Edwin R. Guise were elected to the Council.

The revised by-laws, copies of which were distributed to the entire membership previous to the annual meeting, do not differ greatly from the old laws except that they are up to date and make it easier to conduct the affairs of this large organization.

The first meeting of the new Council was held on Wednesday, September 15th. Mr. Wesley A. Beaulieu was re-elected President and John Bradley elected Vice-President. Nineteen Committee Chairmen were appointed and their names are listed below. Because of the apparent lack of interest in checkers, it was voted to drop this activity.

Executive, B. D. Rogers; Finance, H. S. Whitney; Auditing, P. F. Rogers; Baseball, Lili Petroni; Soccer, J. H. White; Golf, C. E. Rafuse; First Aid, Frank Eisenhauer; Glee Club, L. R. Bernier; Softball, S. F. Cavanaugh; Bowling, F. H. White; Table Tennis, Kaino Paaanen; Entertainment, Arthur W. Wilson; Educational, E. H. Coleman; Tennis, F. S. Clem; Cribbage, Herman Nordstrom; Bridge, H. T. Barker; Horse-shoes, E. A. Hiller; Membership, P. A. Guttormsen; Rifle Club, John Macchi.

Acknowledgments

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mrs. Nora O'Toole and daughter

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Wilbur C. Fay and family

The family of the late Mrs. John M. Smith acknowledges with grateful appreciation the kind expression of your sympathy.

The family of the late John E. Doyle acknowledges with grateful appreciation the kind expression of your sympathy.

We wish to thank our friends at Bird & Son for the beautiful flowers sent to us in our recent bereavement.

Berton L. Seekins and family

We wish to thank Bird & Son and the employees for their flowers and the kind expressions of sympathy received during our recent bereavement.

John G. Phillips and family

Your sincere expression of sympathy is thankfully acknowledged and truly appreciated.

Stephen C. Traudt, Jr.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins Individuals
Lock-Butt	BIRD Insulated Bric-Siding	Giant Individuals
Tri-tab Hex		Copper-clipt
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal		Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
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BIRD CHROMALIN Floor Covering

Patterned	Plain	Jaspé	Chromasets
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Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons
Tack and Screw Boxes

NEPONSET Waterproof Paper Flower Pots
Plant Bands
Plant Boxes

Special Paper Division

Index Pressboard	Socket Lining Paper	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes		
Industrial Filter Paper		
Innersole Board	Cloth Board	



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

*Planned and Edited
by the Employees of*

BIRD & SON
Incorporated
East Walpole, Mass.



EXECUTIVE OFFICES
MAIN PLANT ENTRANCE
EAST WALPOLE, MASS.





BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.
Shreveport, La.

Officers

Chairman of the Board, PHILIP R. ALLEN

Vice-Chairman, CHARLES S. BIRD, JR.

President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

Advisory and Consulting

Vice-Presidents

ELMER H. BARTLETT

PHILIP H. BAILEY

Directors

PHILIP R. ALLEN

AXEL H. ANDERSON

PHILIP H. BAILEY

ELMER H. BARTLETT

CHARLES S. BIRD, JR.

CHARLES W. CONRAD

RICHARD C. FLOYD

GEORGE C. LEE

EDWIN M. LINES

JOHN R. MACOMBER

BENJAMIN H. ROBERTS

BENJAMIN D. ROGERS

ALLEN H. RUSSELL

H. EUGENE SAWYER, JR.

Executive

Treasurer and Comptroller, A. H. ANDERSON

Assistant Secretary and Treasurer, W. C. AHLGREN

Assistant Treasurer and Credits, D. E. MERRILL

Assistant Treasurer, H. E. DAVENPORT

Auditor, H. S. WHITNEY

Purchasing and Traffic Agent, A. H. RUSSELL

Assistant Purchasing and Traffic, M. J. HAWKINS

Director of Personnel, B. D. ROGERS

Director of Research, E. M. LINES

Sales

Director of Sales, R. C. FLOYD

Sales Manager Paper Division, A. M. CLAFFEE

Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Eastern Division, W. E. HALE

Manager Central Division, S. C. TRAUDT, JR.

Manager Southern Division, A. D. KILHAM

Manager Western Division, W. W. WILSON

Manager Southwestern Division, R. D. PETERSON

Sales Manager Box Division, C. H. ANDREWS

Assistant Sales Manager, G. L. STUDLEY

Sales Manager Carton Division, A. M. CLAFFEE

Sales Promotion Manager, L. S. WRIGHT

Bird Floor Covering Sales Corporation

(Subsidiary Company)

President and Sales Manager, H. E. SAWYER, JR.

Field Manager, A. V. GARLAND

Manufacturing

Director of Manufacturing, C. W. CONRAD

Assistant to Director of Manufacturing, P. N. HILLS

General Superintendent Paper, Box and Carton Divisions

R. A. WILKINS

Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

Superintendent Felt Division, T. G. HENDERSON

Assistant Superintendent, R. H. SALISBURY

Chief Chemist, A. H. CHAMBERLAIN

Superintendent Flooring Division, R. M. WIGHT

Assistant Superintendent, B. H. BAILEY

Chief Chemist, J. J. BRADLEY, JR.

Chief Research Chemist, J. E. GRAHAM

Superintendent Eastern Roofing Division, M. R. BEASLEY

Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Western Manufacturing Manager, J. G. YOUNG

Superintendent Chicago Plant, ERICH GACH

Assistant Superintendent, J. F. MATCHA

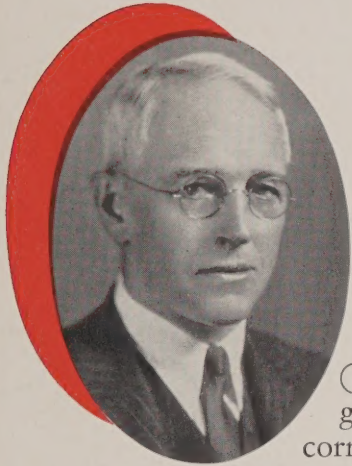
Chief Chemist, J. F. COMISKEY

Assistant Superintendent Shreveport Plant, C. J. HARVIN

Branch Offices
New York, Chicago

Warehouses

BALTIMORE, BROOKLYN, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY,
MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS



LOOKING back over the first ten months of this year (this is written November 1st), this organization has done a good job. We have had excellent running conditions with corresponding satisfactory profits—a very gratifying accomplishment. Whether the increased costs of material, wages and taxes, reflected in selling prices, will cause a slowing up of consumer purchases, it is too early to tell.

The recent attempts of Congress and some Legislatures to fix prices and wages, also to raise prices by destroying surpluses, or paying people for *not* working, such as bonuses paid for not raising cotton, pigs, potatoes, etc. continue to be disturbing and unsettling factors. These proposals are contrary to the laws of Nature and the economic laws. It is as disastrous for us to violate economic laws as it is to violate the natural laws. However, there is this difference. If we break the law of gravitation, we feel the bump *immediately* whereas it may take months and years to realize the bump from economic laws violated.

However, it is encouraging to note that the political atmosphere has recently changed for the better. Mr. Roosevelt was right when he said in 1933 that it was fear that we had to fear. He then took steps to end the wave of fear which was going over the country. The hope in the situation now is that Mr. Roosevelt, after four years of experience, will check up and take stock, separate the sane ideas from the insane and recommend to the Congress proper action to end once more the wave of fear which is surely stopping recovery of normal business. If he doesn't, the temper of Congress is unquestionably such that they will undertake to do it. I believe we can look forward confidently to getting back soon to simpler and saner governmental policies and to more intelligent action on the part of our elected representatives.

I am glad to have this opportunity to send Best Wishes for the New Year to all of our organization, friends and customers.

Philip R. Allen

Chairman of the Board



THE LAST few months of 1937 find business pausing, after going through months of constantly rising sales. Such periods are valuable for making readjustments, for analysing mistakes which have been made, for viewing facts in the clear light of realities.

An inventory of the accomplishments of this organization during 1937 reveals progress in every development. A new roofing plant has been built and placed in operation, the paper machines have been modernized and greater capacity provided at our felt mill, new equipment has been added at the roofing mills and box shop, the modernization work begun at the flooring mill in 1936 has been completed, new products have been perfected and placed in the line, practically every division has set new sales records, national trophies for safety work have been won by our plants and—the organization has again turned in a good job of making and selling Quality Products.

Naturally our thoughts turn to what 1938 may hold in store for us. Out of the puzzle of conflicting speculation one thought runs clear—our organization will work together and with our many customer connections, as it has always done. The interests of each of us are exactly the same. We will build for our own strength and security by building for the strength and security of our own organization, realizing that each shares in its prosperity and stability. There is no such thing as difference in interest between those of us who work in the management of the organization and those of us whose work lies in the mills and in the field of sales. The success and security of one is linked absolutely with that of the other. We all have jobs to do and we do them to the best of our ability, according to the rules of good business and good sportsmanship, and with the cheerful thought that, come what may, good or bad, it will be reflected in our own success and security. This spirit has been manifest in all of our relations this year and has been a source of satisfaction to all of us. Therefore, we predict that next year will be another year of progress.

May we say to the Trade who distribute our goods that we all appreciate the responsibility and trust which is placed in us, and that we expect to serve them more effectively in the future.

My best wishes to all of you.

A stylized, handwritten signature in red ink, reading "Benjamin F. Hobbs".

President



Chromalin designed floor — individual, modern, serviceable.

Cooperation

COOPERATION is a very common word that is used so glibly that we seldom analyze the full meaning of the term. To Bird & Son, cooperation is a word sincerely used in its literal interpretation—the collective action of persons for their common benefit. It has accounted for the development and growth of our organization in its manifold manufacturing and distribution functions.

At this time of year when we are all prone to study our progress, we too turn to the accomplishments of the organization made possible not only through inter-departmental cooperation, but also from mutual efforts of the manufacturers, and the dealers who use our products.

This past year has been a fruitful one both



from the standpoint of production improvement and sales advancement. These strides, thanks to cooperative efforts, have accounted for increased sales in many wonderful products hitherto not fully appreciated.

The Special 3-in-1 Thick Butt Shingle has come into its rightful position as an outstanding buy in thick butt shingle construction today, offering greater coverage and safety at a price unimagined a year ago.

Bird Weather-Tex 3-in-1 Thick Butt Shingles at no premium in price are unequalled in the roofing industry. The thick butt process and the graining add the charm of mellowed old wood which lends beauty and distinctiveness to any home.



A leader in quality and beauty—
Bird Custom Built Shingles.



A pleasing combination of Art Bric
Siding and Art Wall Siding on a home
in Milwaukee, Wisconsin.



Christmas wreaths are guaranteed safe transportation when shipped in Bird containers.

Perhaps no other product in our roofing line fits more naturally into the modern trend of thought on building construction than Bird Insulated Bric Siding. A homeowner today who is contemplating a new home or, in fact, considering remodeling his old home, has as number one on his list of requirements—Insulation.

Bird Insulated Bric Siding has been in our line for some time, and the five layers of ground wood bonded with four layers of waterproofing asphalt, form a long lasting insulation. Tests have indicated that Bird Insulated Bric Siding has a higher insulation value than anything ever offered by the Asphalt Industry. The surface granules are embedded so smoothly, and adhere so well that it is truly difficult even for specialists to differentiate between a Bird Insulated Bric Siding job and a real brick house.



Then and Now

	1912	1937
Area of floor space	550,000 sq. ft.	1,262,736 sq. ft. in East Walpole and Norwood. 1,585,610 sq. ft. in all divisions.
Steam, electrical and water power	5,000 H. P.	8,200 H. P.
Total employees	1,300	2,481
Daily production	400,000 lbs.	920 Tons
Coal consumed per day at all divisions	185 Tons	297 Tons
Average tons of rope, rags, paper, etc. used per day	225 Tons	378 Tons
Average Floor Covering yardage produced each day	7.5 Tons	140 Tons

Chromalin Floor Covering—patterned, marbleized, plain or jaspe has offered unlimited possibility for serviceable, economical treatment of interior decoration problems that suit the taste of any discriminating purchaser. Chromalin truly fits that great market that wants a better floor covering at a price less than has formerly been necessary to pay for fine quality hard surfaced floor coverings.

Chromalin is the finest styled line of floor coverings ever presented by Bird & Son. There are design interests to satisfy every interior decoration problem and every personal taste. There are popular, small tile background, marbleized and modern overlays. There are conservative, larger design motifs for offices and shops. There are patterns for every room in the modern home.

We have always, in our printed felt base department, stressed beauty and economy, but now in Bird Armored with BAKELITE Rugs and Floor Coverings, we have a beautiful line that sets a new standard in durability and ease of cleaning.

Bird Armored with BAKELITE Floor Coverings do clean easier, stay brighter and last longer than other similar hard surfaced floor coverings. This protection is not a surface coating, for every tiny particle of color in the pattern is heavily armored against all the forces that destroy the beauty of floor coverings. We are absolutely sure that this is the finest value we have ever been able to offer, and because of the unique features, Bird Armored with BAKELITE has proven throughout the past year that it is a product that enables every customer to get his full margin of profit.

Every month during the past year, new uses for Bird Rubberlike Matting have developed. In addition to common uses such as show rooms, restaurants, recreation rooms, public buildings, camps and the like, we are still finding many more places where Rubberlike is the answer to long unsolved problems. The most recent interesting use is its installation on the ramps at the Aurora, Illinois race track. Corrugated concrete ramps wore smooth in a matter of weeks. After two seasons Rubberlike has shown no noticeable wear.



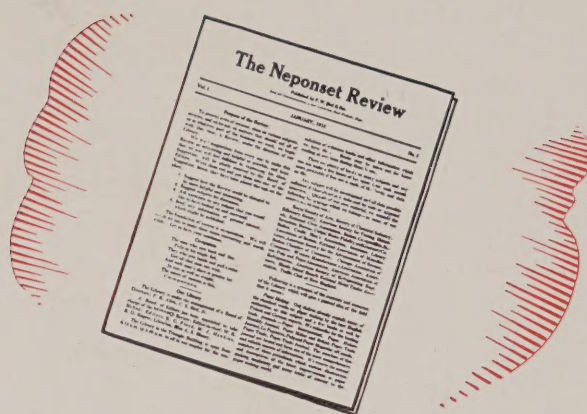
Quality shoes sold in Bird quality cartons — a Leed's store of Edison Brothers Stores, Inc. at Glendale, California.

Bird Cases have been developed to meet the shipping problems of a great number of diversified industries. The high quality of Bird Fibre package engineering has been maintained by continuous research.

These same research facilities have been applied to the carton problems of the shoe manufacturer. As a result, Bird Shoe Cartons are not only better constructed and printed, but more economical. At the same time, constantly wider use of the Bird Carton System is increasing their distribution.

Just as effectively, Bird Special Papers have met consumer demands and problems. We are particularly pleased at the ever-increasing popularity of Bird Filter Paper, one of our newer products, now widely used in industrial laboratories. Bird Index Pressboard, a standard product with us for more than twenty years, is still a leader today as a quality board for office index file systems.

Reviewing the program of 1937 has been pleasant. Planning for 1938 should be even more pleasant. The past year has proven that cooperative efforts with manufacturer, distributor, retailer, in fact, that all of our customer associations, are the keynote to years of continuous success for us all.



25 Years of Publication

EAST WALPOLE, MASS., JANUARY 1913—"To present news of interest, ideas on various subjects, reviews, and editorials on matters that should aid all of us in whatever part of the business we work, we begin with this issue a *Review* under the direction of our library."

With this statement by the Editor, 25 years ago next month we began publication of Bird's *Neponset Review*, an employee magazine that has now completed the unusual record of a quarter of a century of continuous publication.

Back in those days of 25 years ago electric refrigeration was available for only the very wealthy; victrolas and graphophones furnished music in the homes; radio and stream-lined motor cars were unheard of; travel by air had scarcely been thought of; and people were wondering gravely if the situation in Europe might not create the greatest war of all times.

From those days, through the war period, the depression of the early 1920's, the booming days of 1925 to 1929, right down to the present, Bird's *Neponset Review* has been published regularly. That first four-page small size newspaper listed Messrs. W. R. McNeil, as Editor-in-Chief, R. C. Floyd, M. J. Hawkins and B. D. Rogers, as Editor, and Miss A. S. Blaney as librarian. Every one of this original staff is still in active service with the Company.

The following year Mr. G. R. Gove became the Editor and in 1915 Mr. J. A. Murphy and Mr. B. D. Rogers were listed as the publishers. Mr. Rogers became the publisher, or Editor, in 1915 and served for 9 years. Other Editors since then have been—Theodore L. Southack, Jr. and Edgar M. Grout.

The *Review* grew both in favor and in size during its early years, finally assuming the proportion of a good sized four column newspaper. It continued in this form until 1920 when the present magazine size was adopted, but without a cover. Today's cover design has been in use on all regular issues since 1926.

Turn to the old *Review* file, thumb through the dusty yellow pages, and you will find a fascinating story of the growth of this Company and the community. You can read there of the loyal service of many Bird workers during the war; of the acquisition of the Chicago Plant in 1917; of the incorporation of Bird & Son, inc. a year later; of the difficult depression years of 1921 and 1922 through which we were safely guided by the wise counsel and leadership of Mr. Charles Sumner Bird. You can read of the growth of the organization to more than 2400 employees; of the establishment of the Neponset Credit Union and the Bird Club; of the invaluable services of the Employees Mutual Benefit Association; of the growth of our Canadian interests under Building Products Limited, and their new Plants at Montreal and Port Neuf.

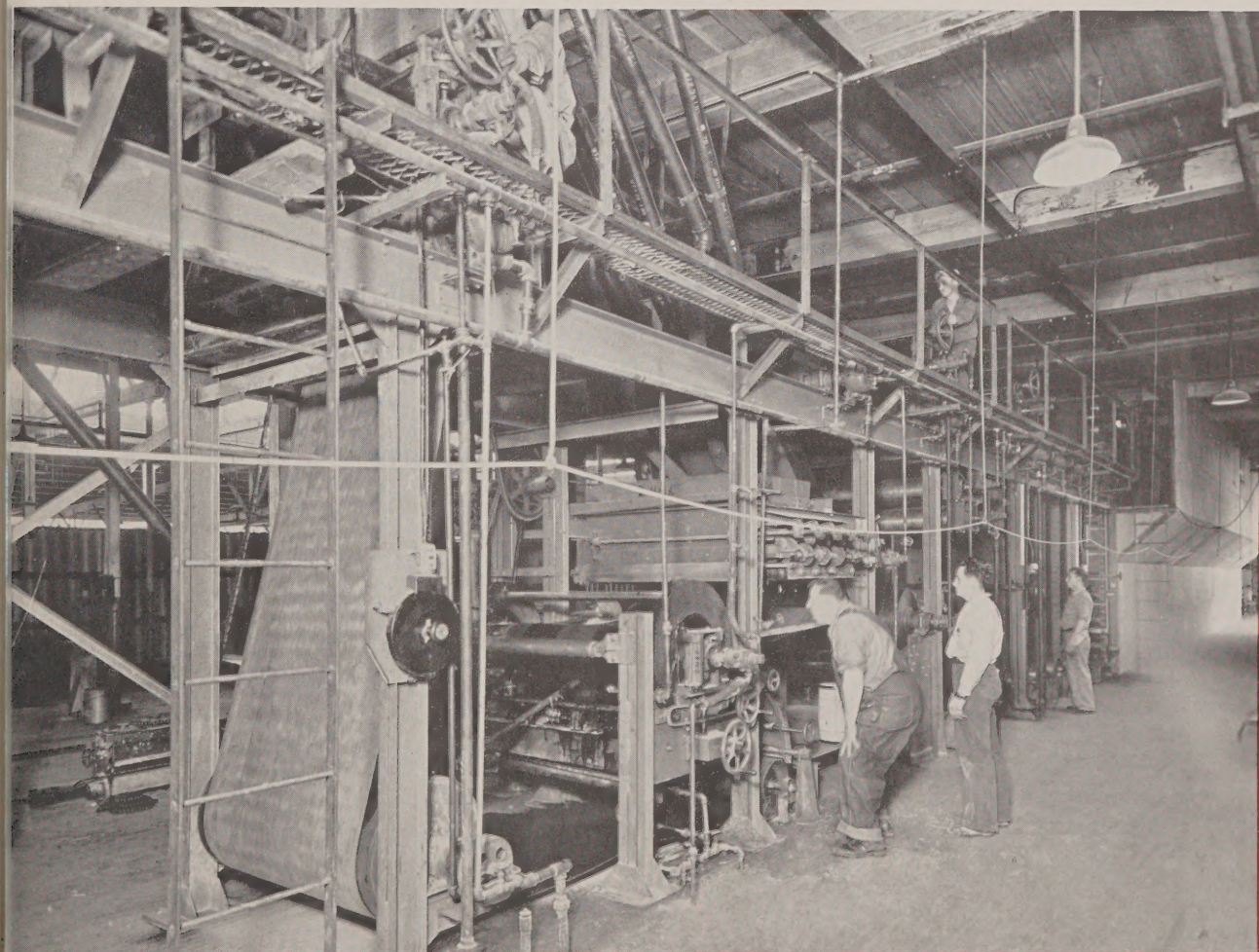
The pages of the past 10 years tell of experiences that are still fresh in our minds—the death of our great leader, Mr. Charles Sumner Bird; the busy and profitable years following under Mr. Allen as President, Mr. Wyman, Mr. Bartlett, Mr. Bailey and Mr. Hird at Chicago; the dark and difficult days of the depression; the new Canadian Plant in Winnipeg; the changes which placed the younger executives in full charge of the active business—Mr. B. H. Roberts, President, Mr. C. W. Conrad, Vice-President and Director of Manufacturing, Mr. R. C. Floyd, Vice-President and Director of Sales, and Mr. A. H. Anderson, Secretary and Treasurer.

Present-day issues of the *Review* tell of the busiest days the Company has ever known; of the development of products and the expansion of plants which indicates not only a larger organization, but one which is thoroughly modernized and ready for the future. It was only two years ago that we acquired the Berry Asphalt Company in Waterloo, Arkansas, and the ink is scarcely dry on the pages which tell of our new Roofing Plant at Shreveport, Louisiana. Here is our newest plant with a new Roofing machine and complete modern equipment for producing a full line of Roofing and Siding products, thus enabling us to give direct service to the Southwestern section of the country.

It is an eventful 25 years recorded in those pages, a period in which the entire world “shifted gears” into the high speed of today. Now we look to the future confident that we are ready, hopeful that the next quarter century may bring good, profitable business, and a full measure of happiness to all.



A section of our new roofing machine at the recently opened Shreveport Plant.



BIRD'S NEPONSET REVIEW

Vol. XXV December, 1937 No. 6

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.
Shreveport, La.

Advisory Board

P. H. Bailey R. C. Floyd
C. W. Conrad B. D. Rogers

Editor Circulation Manager
E. M. Grout A. S. Blaney

Printing Foreman, F. R. Meyer

*We attain quality only through eternal
striving and maintain it only through
eternal vigilance.*

Credit Where

Credit Is Due

IN reviewing our last quarter century of growth and expansion, it is the most natural thing to talk about OUR accomplishments, OUR research, as if we, the Bird & Son, inc. organization, had conceived and executed every new or better product, every sales promotional idea without help.

As a matter of fact, very few "original ideas" develop in any such fashion. There is no door behind which mysterious technicians work in secret, finally to emerge with some completely developed new product. New sales ideas never appear out of a clear sky.

In short, until we include our distributors, our dealers and those who use our products, we have told but half the story. They are the people who know what the public needs and what the public will pay. Their advice serves as our gauge by which we know what to manufacture, how much to manufacture and how best to sell it.

Our research men have unquestionably been very successful in improving old products and producing new ones. That is their job. But their work has been inestimably helped by the suggestions of those who are in direct contact with Mr. and Mrs. General Public. Chromalin,

Thick Butt Shingles, Insulated Brick Siding were all developed to fill a definite need. Bird shipping cases and Bird shoe cartons are constantly being built to exact requirements of individual users. Sales promotional ideas many times first come from a dealer's suggestion.

We are very grateful for this help and counsel which serves to a large extent as the basis for our future plans. For this valuable information, so generously given throughout the years, we say simply but sincerely, "Thank you".

Merit Awards

FIVE Bird Products received Merit Awards from the Associated Industries of Massachusetts this Fall. A Merit Court was inaugurated for the sole purpose of determining what members of the Associated Industries had made outstanding achievements in the development of new products and the improvement of old products.

We submitted five such products and received the Merit Award on all of them—Armored with BAKE-LITE Floor Covering, Chromalin Floor Covering, Weather-Tex 3-in-1 Thick Butt Shingles, Wide Space Weather-Tex Siding and Art Craft Wallboard.

Best Safety Year?

WITH only fourteen accidents for the entire ten months so far this year, and with half of November completed without any lost time accidents, we are well on the way to establishing a new all-time record for safety work in our plants. 1930 was our best previous year and we suffered nineteen lost time accidents then.

October was an unfortunate month for the Flooring Plant, with two accidents there. On October 4 Berton Seekins of the Laboratory fractured two fingers and lost part of another finger on his left hand. He had shut off the motor of a laboratory base mixer and started to take the machine apart, thinking it had stopped completely. His fingers were caught in one of the moving parts.

On October 23 Michael Curran, Maintenance Department, lost his balance and fell off a step ladder while working on a crane rail. In

falling he fractured both bones of his right leg at the ankle.

As we go to press things certainly look encouraging for a mighty fine safety record this year. Nothing but a lot of carelessness can stop us now.

Bowling League Standing

NOVEMBER 18, 1937

High Individual Single String, November 16, Earle Higgins, FFP, 138.

High Individual Three String, November 1, Amedeo DiFlamins, FXR, 348.

High Team Single String, November 1, Flooring Machines, 532.

High Team Three String Total, November 8, Flooring Machines, 1520.

American League	Won	Lost	Per Cent
Floor Covering Office	10	2	.833
Combiners	11	5	.687
Granule	7	5	.583
Roofing Finishers	9	7	.562
Flooring Shipping	6	6	.500
Tack Boxes	8	8	.500
Roofing Shipping	5	7	.416
Roofing Samples	5	11	.312

National League	Won	Lost	Per Cent
Flooring Machines	15	1	.937
Shoe Carton	10	2	.833
Insul Bric	7	5	.583
Paper Machines	5	7	.416
Flooring Samples	6	10	.375
Roofing Machine Shop	5	11	.312
Flooring Machine Shop	3	9	.250
Undercoat	4	12	.250

Large Crowd

at Barn Dance

DANCING modern and old-time dances to the strains of Joe Rubin's orchestra, more than three hundred couples enjoyed the very successful Barn Dance and Costume Party which opened the Bird Club entertainment activities for the winter season. Many more watched the festivities from the balcony at the Norwood Junior High School, where the party was held on Thursday, November 18.

A large number of the dancers came in costume and prizes were awarded as follows: First, George Kinsman, a basket of McIntosh apples; second, Adeline Eckhardt, ten pounds of sugar and a pound of coffee; third, Mr. and Mrs. Martin Scampini, a bag of flour.

This was one of the best dancing parties ever put on by the Bird Club. It was so successful an evening that tentative plans are already being made for another party after the first of the year. All credit for this success is due Arthur Wilson, Entertainment Chairman, and his committee.

Tribute to Mr. Hird

REPRODUCED on this page is the fine tribute to our beloved former executive, Mr. Frederick H. Hird. This testimonial, expressing the feelings of the entire organization in the death of one whose character and friendship meant so much, was recently presented to Mrs. Hird, and a copy of it now hangs in our Directors' room.

Bird Bridge Club

By Hermon T. Barker

THE Bird Bridge Club opened its season on October 15 with a meeting at the East Walpole Brigade Room. Prize winners at this meeting included: Auction, First, Arsene Marchand and Anthony Montisano; Second, Amedeo DeFlaminis and Charles Shusta. Contract, First, Ralph Farris and Stuart Farris.

Door prizes went to Paul Knight, Harry Clark and Mary Nixon.

Mr. Montisano and Mr. Marchand again won first prize at Auction at the second meeting on November 12. Daniel Delaney and James Dowling were second prize winners, and Mr. and Mrs. M. E. Tarr won the Contract prize. Door prizes went to Mrs. M. E. Tarr and Edmund Wentstrom.

We are planning for seven monthly meetings. First and second prizes for Auction and winners prizes for Contract, and door prizes are to be given at each match. Refreshments will be served. At the last meeting of the year prizes for the season winners will be given. To be eligible for season prizes one must attend all but two of the meetings. Players will be given $\frac{3}{4}$ of average score for any matches they miss. A charge of ten cents is made to Bird Club Members and twenty-five cents to guests. We hope all bridge enthusiasts will get out to our meetings.

The season schedule of remaining meetings is as follows: December 10, January 7, February 4, March 4 and April 1.

If there is enough demand we will conduct a series of lessons in Contract Bridge. Anyone interested should give his name to the Bridge Committee. More definite information will be available later.



Died on May 28th, 1937, after serving with us twenty seven years as a most loyal, efficient and trustworthy executive, the latter part of this time as a Director. A man of sterling character with a sense of humor that was a great asset: a man who was an inspiration to all with whom he came in contact, always fearless, fair and conscientious to the last degree.

Be it Resolved: That we spread upon the records that in the passing of Mr. Hird, we are bereft of a true and noble friend and co-worker with whom our associations were ever most cordial. We shall miss his counsel and guidance for the part he played in our daily tasks.

Be it further Resolved: That a copy of this testimonial be sent to his wife and that a copy be hung in the Directors Room.

<i>Philip R. Allen</i>	<i>George L. Lee</i>
<i>Paul Standaert</i>	<i>Edward M. Lizer</i>
<i>Philip H. Bailey</i>	<i>John R. Macomber</i>
<i>Elmer A. Barrett</i>	<i>Benjamin D. Roberts</i>
<i>Charles S. Bird</i>	<i>Benjamin D. Rogers</i>
<i>Charles W. Conrad</i>	<i>Allen D. Russell</i>
<i>Richard C. Floyd</i>	<i>H. E. Lange Jr.</i>

With the Soccer Team

By John H. White

BIRD & SON Soccer team has played six Boston and District league games and two National Cup games this season.

In the league we are in the envied undefeated and untied class, leading the league race. In the National open cup championship we were defeated by Lynn Riversides at Lynn, 4 goals to 3. In the National Amateur cup championship we lost a protested

game to Sao MIGUELS of Cambridge 5 goals to 3.

Tireless Tommy Wood's inspiring play and generalship, coupled with the goal hungry Billy Golden's scoring record which leads the league, furnish the main spring and controls of our well-balanced football machine. With this splendid combination of players working together through the season, Bird & Son will occupy a proud position when the honors are awarded at the close.

Notes From Plants and Offices

Main Office and Sales

Eleanor Morse and Mary Kelliher ran into some stormy seas on their recent trip to the West Indies. Storms or no storms, they're good sailors and enjoyed every minute of it.

The stork left another fine boy at the home of J. B. Blandford, Roofing salesman in South Carolina, on November 4. Mr. Blandford now has three boys with three birthdays in succession, Nov. 2, 3, and 4.

Our sincere sympathy is extended to Helen and Sabina Costello in the recent death of their mother.

As usual, Dwight Colburn caps the vacation trips for his department. This year it was a Caribbean cruise, visiting the West Indies, Virgin Islands, and LaGuaira and Caracas in Venezuela. He particularly enjoyed a donkey ride in St. Thomas. Watch for the picture in a later issue.

A number of friends from the office and plants attended the wedding reception of Nellie Shergals, formerly of the Credit Union, who was married to Carl Ulm of Mansfield on Saturday, October 23. When she left work her friends presented her with a very attractive mahogany table. Best wishes to bride and groom.

Mary O'Connell's vacation consisted of a rather rough voyage to New York where she did the town in fine style.

Our best wishes go with Josephine Antoine to her new home in Newark, N. J. She recently became the bride of Mr. Victor D'Alois. A large group from the office attended the wedding which took place on Friday evening, November 5, at the home of the bride in South Walpole. The couple left by plane the next morning for Newark where Mr. D'Alois is employed by American Airways.

Charlie Griffin has been passing out cigars to celebrate the arrival of a daughter born November 14. Congratulations.

Hilda Rafuse and Louise Geary have just returned from a very enjoyable and adventurous trip to Havana and Nassau. They tell us that Sloppy Joe's is still one of the high spots.

We are sure glad to have Eleanor Whitehead back among us again. We hope she will soon feel A-1 again.

On Saturday, October 23, at 12 noon Alan T. Shaw, Flooring Head Correspondent, was united in marriage to Virginia Wilkinson of Providence, R. I., at a very pretty wedding at the home of the bride. They spent their honeymoon at the Cavalier Hotel, Virginia Beach, Va. and are now residing at Newton, Mass. Best wishes for your future happiness.

Paper Mills

Francis Donlan, our efficient tester from the laboratory, has taken over the reins as Commander of the Norwood Post, Veterans of Foreign Wars. Here's wishing him success in his new position.

William Andrews and friend, and Harold Hey and his brother recently visited East Walpole and made a tour of our Paper Mill, Flooring and Roofing Plants. Both Mr. Andrews and Mr. Hey are employed at our Phillipsdale Plant.

William Quinn just got back from a hunting trip down Maine with Charles Rafuse, Wilbur Fay and Arthur Eppich of the Maintenance Department. No reports about their success are yet available.

Arthur Topf's car ran one whole week without having engine trouble!

John Doyle turned his car in for a bicycle.

Frank Whitehead took a trip to Washington over October 12th. While there he conferred with the President regarding the general condition of the country as a whole.

Phillipsdale, R. I., Mill

We are quite proud of our new safety trophies. Mr. Henderson, who spoke at the National Safety Council Convention, brought back with him not only the group trophy but also the grand prize for all the paper mills. The Safety Committee members have had their pictures taken so often that even Pat Broderick is wearing a tie to work once in a while.

In order that more men might get the advantage of our safety work new committees were appointed November 1. These new men were not appointed because the former committees have not done a good job but it is hoped eventually that all men will have had their turn at serving on some Safety Committee. The new members are as follows: Andrew McConnell, Joseph Queenan, John Vargas, Makar Kurda, Joseph Ferreira, Patrick Clarkin, Armond Giberson, Manuel Oliver, William Conway, Albert Carlson, Harold Hey, William Andrew, Samuel Mineati, Arnold Manchester, Antone Alves, John Conley, Serafim Moreiro, Richmond Thatcher, Andrew Oates, John Soderlund and Joseph Wynne.

About fourteen men are energetically bowling each Thursday night in Pawtucket and all seem to be having a good time. Ted Maddern's 142 and Sam Scott's 137 are the high single scores while Gus Mollerberg's 322 is the high three single to date. Joe Queenan seems to be having his troubles in

getting up over 300. When Joe McBride gets a nine pin break he thinks that someone must be holding up the other one. Andy McConnell was beaten by one pin by the old big leaguer Tix.

Box Factories No. 1 Box Shop

Lloyd Hanson is spending a week at hunting in New Hampshire.

Vincent Lestan has joined the ranks of the benedicts. He was married at Walpole to Miss Ruth Down. He honeymooned through the South. Good luck, Vinny and Ruth.

Tim Sullivan is slowly taking Jim Ellis' title of master hunter away from him. Sullivan fired one less shell than Ellis with the same net result. They are both still trying for their first hit.

Henry Bochanovicz has received so many challenges from the boys lately that he is a bit worried. He is seen at all the boxing shows in town.

Believe it or not, the following countries are represented in the Combiner room, a department of about forty-five men. United States, England, Ireland, Scotland, France, Germany, Italy, Poland, Lithuania, Austria (old), Sweden, Finland, Syria, Portugal and Canada.

No. 2 Box Shop

Helen Ceglarski has gone domestic and we wonder if some one right in this building isn't responsible.

Chester Porter reports a pleasant vacation motoring through Vermont.

Kate Collins spent two weeks' vacation in Nova Scotia.

Presenting our Shreveport Office force for the approval of the rest of the organization. We think you will like 'em. Back row, left to right — J. G. Young, Plant Superintendent, C. E. Houghton, H. W. Altman (Chicago Office Manager), H. B. Beauchamp. Second row — B. P. Soward (Office Manager), Lucille McMurtry, Ruby Slaughter, A. W. Miller, F. C. Robie. Front row — W. L. Smith, Grace Fuller, Opal Parry, Katherine Mares, Vivian Richmond, Richard Johnson and R. D. Peterson, Sales Manager.





Safety Shoes prevented a mighty serious accident on October 6th when this heavy 600 lb. casting broke from the Horne reel on No. 5 Roofing Machine, and crashed down onto the feet of John Graney, roofing machinist. The shoes that took the blow are shown in the picture, and the only result was a slight denting of the left toe-cap. John stepped out of these shoes into another pair of Safety Shoes, and never lost a moment's working time. Without Safety Shoes, he would have been laid up for many weeks in the hospital with a badly smashed foot.

Nora Reardon spent a pleasant vacation here and there.

We all wonder where Roger Carlson spent his vacation and whom he took with him.

Red Johnson spent his vacation hunting in Maine, but try and find out what luck he had!

It looks as though the Ruggiero sisters will take the lead this year in bowling, and it certainly looks as though they will walk off with all the honors at the close of the season.

Roofing Mill and Office

We are sorry to hear that Everett Jarvis lost his home and furnishings when his house caught fire while he was at the Foxboro movies.

We extend our congratulations to Joe Swasey who within a week acquired a wife and a new job. The fortunate young lady was Nellie Burbeck of Newton, N. H.

Perhaps Jack White returned from England a week too soon. His soccer team's winning streak ended abruptly with his entrance into the country.

Paul Penza and Domenic Colantonio who were employed at the Roofing Plant have embarked for New York where they expect to blaze careers in the boxing ring.

Don Frazier has just returned from a hunting trip to Maine where he succeeded in bagging a 100 lb. buck.

Paul Calderone was married Thanksgiving Day to Miss Claire Viens of North Attleboro. Best wishes to both!

Dick Stoddard returned from a hunting trip to Maine with a 225 lb. buck. After the aging process of this succulent deer is over we all expect Dick to invite us up for a venison dinner.

There was joy on #7 machine last Monday. Mickey McSwain's football team, the East Walpole Bonecrushers, won their first (and perhaps only) football game this year.

The Roofing Mill baseball team looks pretty snappy these days. Those new jackets surely are handy these cold days, too.

Flooring Mill and Office

Friends of Alfred McSwain, who worked at our Plant during the past two summer vacation periods, will be interested to know that he has recently been elected to Phi Beta Kappa at Dartmouth College, where he is completing his Senior year.

Chicago Mill and Office

Moving pianos is just a side line for Joe Voltmer.

Yuletide greetings to the boys down in the Shreveport Plant. Hope you all enjoy a green Christmas.

Jim Hopkins, after a ten year search for a Honeymoon apartment, found one and finally got married. Congratulations.

B. J. Overholt is using Freezezone in his radiator this year. He is entering his Chevy in the bunion derby.

Our Bowling team is doing right well for themselves (at least before November 15).

The Sales correspondents were just catching on to the interpretation of the Merchandising plan and here they junk the old one and adopt a new one! Woe is us!

Jack Clifford was in the other day and we were all glad to see him. Hope he gets back soon.

Sorry to hear of Bill Kennedy's recent illness. Hurry back, Bill.

Bill O'Connell was picked as the new "Smoke King" of Bird & Son.

It won't be long now when Hackett will be married into the "family of brother-in-laws."

We hear that John Sullivan has the title of "The Foreman of the Beef Trust."

Phil Checki claims that Art Julian reminds him very much of Charlie McCarthy. We apologize, Charlie.

What is that strange power that Ada the cook has over certain men in the mill? Tell us about it Ada.

If Porky of the Remake Department will forward the address of the Lonely Hearts Club to Bruce Keller it will be very much appreciated.

We are glad to see Jim Comiskey back after his recent illness, looking fit as a fiddle.

Poor Ted Polek has so much trouble opening doors lately. If you see him struggling with a door please help him out. Thanks.

Oberg is looking for pigeon to train his dog to be a duck hunter.

Phoe! Who is the party responsible for introducing the F & F cough drops in the Chicago office?

Famous last words—I get a special discount for getting my fenders rolled out weekly. I just take it to the auto laundry and say "Washed and ironed, please."!

Shreveport Mill and Office

We have a small pond being formed on a part of the plant property by drainage. There are so many ardent fishermen amongst us that we expect to see someone fishing from the pond's banks any day now. Incidentally the small body of water is known as "Neponset Lake."

One of the night watchman tells a story about the rabbits to be seen from the back shipping platform at night. The hunting season will be on soon and we expect proof of all this by a rabbit stew for dinner.

John Matcha is his usual smiling self and getting more like a Southerner every day.

The boys in the Mill sure must look like easy pick'ins to some fellows. Billie Shockley lost his wallet and \$8.00 to some kind light fingered boy while attending the State Fair. Two days later "Red" Couch got a ride from a couple of kind gentlemen and they took everything but his pants and made him walk 10 miles back home.

The Shreveport Plant was honored this past month with a visit from Messrs B. H. Roberts, A. H. Anderson, H. B. Pullar, H. S. Whitney, D. E. Merrill, H. W. Altman, L. L. Williams, and C. W. Conrad.

While Mr. Merrill was down South we understand he gave Soward, Young, Altman, and Shores a golf lesson. When about forty yards from the cup, just to show the others how easy golf really is, he gently hit the ball—and what followed after is golfing history—a beautifully arched ball, which softly dropped on the green, rolled straight and true—and plopped right into the cup—a birdie for "Diamond Merrill"!!!

But alas! the magic touch disappeared. Soon were heard the rhythmic sounds of golf balls ricocheting from tree to tree and Mr. Merrill emerged from the woods to be duly christened "The Rhumba Golfer" by the rest of his partners in misery. He wears this new title with befitting dignity.

R. D. Peterson is still waiting for that new set of tires promised by Mr. L. L. Williams while on his recent trip to the Shreveport office.

On the days that are supposed to be holidays it is a usual occurrence to see Barney Soward down at the office looking up some one's credit.

The sales department now has a new member, Grace Fuller has moved over from the Finance Corporation to the invoicing machine.

C. I. Motes and J. L. Sanders really caught some fish the last time they went fishing. They had their photograph taken together with Ray Wolf, but they all held the same catch of fish. We wonder who really was the fisherman?

The Roofing Plant relinquishes the coveted Safety sign to Phillipsdale where the men have now worked more than 1,043,647 man hours without a lost time accident. This picture was taken on the day that the sign was presented to Phillipsdale. In the picture are: Milton R. Beasley, Roofing Plant Superintendent, W. J. Livingston, Night Foreman Phillipsdale, Willie Banks, Phillipsdale Master Mechanic, and George Smith, Assistant Superintendent Roofing Plant.





These men and their co-workers won national honors for Bird & Son this year because of their fine Safety record. The two Safety Trophies awarded at the National Safety Congress this year to the Phillipsdale Plant are being held by Manuel Oliver and Charles Cyranock. The men in the picture are: Back Row: A. H. Chamberlain, Frank Reed, John Rogers, T. B. Maddern, Louis Doyle, Henry Phelps, Charles McLaughlin, Fergus Christie, Charles Smith. Middle Row: Charles Anthony, George Hawley, R. H. Salisbury, Patrick Broderick, Antone Vargas, L. E. Howard, D. S. Lowry, T. G. Henderson, Joseph Borges, John Silva. Front Row: Patrick Clarkin, Thomas Horridge, Willie Banks, John Cyranak, Manuel Oliver, Charles Cyranock, Manuel White, Joseph Farrell, Arthur Trudell, Manuel Perry.

National Award for Phillipsdale Plant

SURPASSING all its previous Safety achievements, our Phillipsdale, R. I. Plant won the major award of the Paper Industry Magazine for the best Safety record among 139 Mill Members of the National Safety Council, during the period from July 1, 1936 through June 30, 1937. In this nation-wide contest conducted under the National Safety Council, seven mills manufacturing either paper or felt completed the year without a disabling injury, but of the seven our Phillipsdale Plant worked the largest number of man-hours, thereby making the best record and winning the award.

Announcement of the winner was made at the recent Annual Safety Congress held at Kansas City, and a bronze plaque was presented there to Mr. T. G. Henderson, Phillipsdale Plant Superintendent, who was present as one of the speakers at the Congress. The Phillipsdale Plant worked 312,774 man-hours without a lost-time accident. Other factors considered in making the decision were — frequency, physical conditions, and other unusual or outstanding facts that would have a bearing on Safety work.

At the same Kansas City meeting, our Norwood Roofing Plant received a special Certificate of Merit for

working 844,750 man-hours with only three disabling injuries during the period from July 1, 1936 through June 30, 1937. This Certificate was presented by the National Safety Council, and reads as follows— "Certificate of Merit Presented to the Management and Employees of Bird & Son, inc., Norwood, Mass., participating in the Paper Industry Annual Safety Contest Pulp and Paper Mills Division, Group D, in recognition of their meritorious achievement in completing the contest from July 1, 1936 through June 30, 1937, with three disabling injuries while working 844,750 man-hours."

In addition to the major award presented by the Paper Industry Magazine, the Phillipsdale Plant also received from the National Safety Council a bronze trophy awarded to the Plant having the best record in Group D in the Paper and Pulp Section of the National Contest. This is the third successive year in which this trophy has gone to Phillipsdale, and the Plant now has actually operated more than over 1,000,000 man-hours since March 1, 1934 without a lost-time accident.

We have had occasion to congratulate Phillipsdale for the past two years, but this year we take

special pride in extending the congratulations of the entire organization for being the first Bird & Son Plant to win this major national trophy.

Another Record For Phillipsdale

JUST as we offer our congratulations to the Phillipsdale Plant for their fine achievement in the National Safety Contest, we learn that near the end of October they won for themselves the additional honor of being the Plant to work the greatest number of man-hours without a lost-time accident.

As of November 1, Phillipsdale has worked 1,043,647 man-hours without a lost-time accident, surpassing the best previous record of 1,033,896 man-hours, which was made by the Roofing Plant in September 1929. The sign which has been hanging at the entrance to the Roofing Plant for the last eight years, now passes on to Phillipsdale, telling all who enter the Plant of this remarkable achievement.

First Aid

By Frank V. Eisenhower

THIS year Bird & Son will conduct First Aid Courses as in past years. These courses are open to anyone who is interested enough to enroll and continue with this subject until it is completed.

The only necessary requirements are that each person be interested and give an hour and a half of his time each week for about twelve to fifteen weeks. The number enrolled in each class will be limited, so the first come will be the first served. These classes will start in January. Those who wish to equip themselves with this important knowledge are urged to send in their names right away to Frank Eisenhower, FXP.

It might be of interest to the First Aid members of Bird & Son to know that during the year of 1936 a total of 256,884 certificates were issued by the Red Cross for the completion of First Aid Courses. They also have a total of approximately 2,000 Highway Emergency First Aid stations regularly maintained by Chapters throughout the country.

In 1936 a total of 111,000 persons were killed in this country by accidents. Of these 37,800 were killed in motor vehicle accidents and 38,500 in home accidents. That means that there were 700 more killed in the home than on the highway. More than 10,500,000 were injured, 400,000 of them permanently. Again the importance of First Aid training and the emergency care of the injured is brought to everyone's attention.

Glee Club Notes

By Leo Bernier

ENTERING its second season of singing, the Bird Glee Club membership has grown from sixty-three to seventy-eight voices. Four rehearsals have been held under the efficient direction of Henry Jackson Warren, with William Acchilles at the piano.

The favorable reception of the Club's concert work last year will undoubtedly be repeated this season. The chorus has many fine singers, rehearsals are well attended, the men are enthusiastic and plans are being made for several concerts. The Glee Club affords its members the happy diversion of good-fellowship, good singing and good times, but more

Suggestion Awards

OCTOBER

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Use Chute with Dump Tractor—Arthur A. McKenna, FBV
Plate with Incline for Custom Built Shingles—Herbert Schreiber, Chicago

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Iron Stationary Ladder for Naphtha Cut Oil Tank—Harold S. Boyden, FFN
Rubber Safety Mat at FXGM4—Jack A. Cononi, FXG
Pipe for Drawing Coating from #2 Coating Line—Ben Cozzi, Chicago
Safe Flooring at Crusher Ladder—Perry Crane, FBW
Oil Cups on Custom Built Shingles Machine—Harold A. Dunakin, FBPM-3
Fire Ladder at FF35—Lester G. Evans, FFSM
Board Walks at Press in Insul Bric Room—Lawrence Johnson, FBPM3
Traffic Sign at East Driveway—Joseph Lance, Chicago
Improved Guards on Hangers—Edward Matola, FFG
Jig for Driving Sleeves Out of Stick Ends—Edward Moore, Chicago
Rebuild Trim Guides on FXRM34 Slitter—Wm. O'Brien, FXR
Longer Handle on Cutter of Banbury Mixer—Dwight Patton, FBPM3
Face Ductor for Glue Wheel Box Set Up Machines—John M. Pechulis, EMM
Passageway to Base of McCully Crusher—Francesco Pennachio, FBW
Advertising Material for Chicago Reception Room—R. K. Smith, Chicago
Office in FB 22—Albert W. Whitmore, FBV

Three men were given \$10.00 awards for having had five suggestions accepted: Perry Crane, FBW, R. K. Smith, Chicago, and Albert Whitmore, FBV.

NOVEMBER

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Air Hose for VK—Sophie Blazonis, VK
Hinged Rail as Guard at FFN—Harold S. Boyden, FFN 44
Better Ventilation in Thick Butt Section—James Cannon, Chicago
Door for Slate Department on Roof Section—Joe Cozzi, Chicago
Sheet Iron for Screens Used for Screening Slate—Joe Cozzi, Chicago
Baffle Plates for Elevator Box—Wm. Cozzi, Chicago
Extend Water Line to Platform of Mixer—Vincent DiLaiarro, FBPM5-25
Rack for Formers for H. & B. M. Machines—L. C. Gardner, EMM 13
Split Bearings on Box & Lid Machines—Lawrence Hubbard, FXR 35
Screen at Top of Oil Tank—Joseph LeBlanc, FFC #4
Ladder or Stairs to Walk Ways over #8 Machine—W. H. Manson, FBM 20
Revolving Guards for Roll Stands in FFR—James O'Sullivan, FFR 11
Change Steam Line on FXCM1 Return Pump—Peter Petronis, FXC 17
Scraper for Roll at Thick Butt Section—Clemens Reithofer, Chicago
Inspection Plate on Guards at FFG—Kenneth Schofield, FFM 24
Permanent Weight on Rubber Roll on FBPM6—James Weir, FBPM3-21

Joseph Cozzi, Chicago, was awarded \$10.00 for having had five suggestions accepted.

important, the satisfaction of performing a worth-while service to the Bird Club and the neighboring communities.

The Club will present a Christmas concert on Monday, December 20. A fine program is being prepared which will include well known Yuletide melodies. Bird Club members and their friends are invited to attend. There will be no admission charge. The Glee Club offers this Concert to all lovers of music with the hope that it may bring them some measure of the joys of Christmastide and with wishes for a Happy Christmas and New Year.

Did You Ever—

Try to button your shirt with burned fingers?

Try to eat a meal with a fractured jaw?

Try to see clearly with an injured eye?

Try to tie your shoe laces with one hand?

Try to be comfortable with a strained back?

Try to walk any distance with an injured foot?

Then be careful! SAFETY FIRST.

—Industry and Labor.



Six bulging baskets of fruit were awarded to the lucky prize winners at the first Cribbage Party of the Season, held Thursday, October 21, at the East Walpole Brigade Room. The prize winners are listed on this page.

First Cribbage Party

By Herman Nordstrom

THE first Cribbage party of the 1937-1938 season was held in the East Walpole Brigade Room on Thursday night, October 21, 1937, with forty-six players present, the largest party ever held in this vicinity.

The winners were as follows:

First prize—Roger White, Flooring Plant.

Second prize—James Lacardi, East Walpole.

Third prize—Stephen S. Massie, Dorchester.

Door prizes went to John Timmins, Drafting Room; Halburton Dobbins, Storeroom, and J. M. Donovan, Dorchester.

Veterans' Service List

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during December and January and of those who complete twenty or more years' service during these months:

DECEMBER

		Years
August Hilderbrandt	12-25-1889	Retired 48
A. R. Jenkins	12-13-1894	Flooring Plant 43
Harry Mann	12- 1-1901	Experimental Engineer 36
Robert Roy	12-27-1905	Roofing Plant 32
Dennis Broderick	12-20-1906	Janitor 31
David Heylin	12-21-1906	Maintenance 31
J. S. Robertson	12- 7-1908	Traffic 29
Wilbur C. Fay	12- 9-1908	Maintenance 29
Frank Whitehead	12-19-1908	Maintenance 29
R. G. Fulton	12-30-1912	Roofing Plant 25
Joseph D. McGregor	12-16-1915	Roofing Plant 22
Patrick Feeney	12-17-1915	Roofing Plant 22
Victor Makela	12-24-1915	Roofing Plant 22
John Burhoe	12-27-1915	Power and Steam 22
Guiseppe Lingo	12- 3-1917	Flooring Plant 20
Nunziante Famigletti	12- 3-1917	Flooring Plant 20
Enos Masciarelli	12- 3-1917	Roofing Plant 20
Anna M. Roundy	12-26-1917	Office 20
Henry MacDonald	12- 8-1922	Flooring Plant 15
Guy Hoyt	12-19-1922	Box Shop 15
Kenneth Towle	12-19-1922	Box Shop 15
Anthony Montisano	12- 5-1927	Box Shop 10
Frank Verderber	12- 5-1927	Paper Mill 10
A. L. Disher	12- 1-1932	Flooring Sales 5

Chicago

Bryson J. Overholt	12- 5-1913	24
William Brebach	12- 4-1922	15
Bruce Keller	12- 5-1922	15

Phillipsdale

Thomas Henderson	12-14-1894	43
Frank Mello	12-14-1915	22

Canada

V. Duranceau	12-20-1915	Montreal 22
W. Denney	12- 9-1927	Hamilton 10

M. J. Lavallee	12-27-1922	Pont Rouge 15
O. J. Denis	12-19-1927	Pont Rouge 10

JANUARY

		Years
Henri Davenport	1- 1-1898	Asst. Treas. 40
Carl V. Smith	1- 1-1901	Paper Mill 37
F. W. Welch	1-16-1901	Box Shop 37
Joe Knaus	1-24-1902	Paper Mill 36
May Gardner	1-26-1902	Office 36
Daniel Reardon	1- 7-1907	Retired 31
Dennis Lowney	1- 9-1907	Retired 31
B. D. Rogers	1-21-1907	Personnel Director 31
Panfilo Lacivito	1-12-1912	Roofing Plant 36
H. E. Sawyer, Jr.	1-26-1914	Flooring Plant 24
George L. Towle	1- 7-1916	Box Shop 22
Pasquale Ruscitti	1-15-1917	Power and Steam 21
Edith O'Neil	1-16-1917	Office 21
William E. Hale	1-15-1918	Office 20
Joseph Donovan	1-16-1918	Maintenance 20
P. A. Guttormsen	1- 1-1923	Chief Engi. 15
Mytro Korbut	1- 2-1923	Paper Mill 15
Bartley Barrett	1-10-1923	Paper Mill 15
William Pratt	1-16-1928	Flooring Plant 10
Miles Hubbard	1-23-1928	Roofing Sales 10
John G. Graney	1-22-1933	Roofing Plant 5
Chas. Johnson	1-30-1933	Flooring Plant 5

Chicago

Henry Ahrens	1- 8-1923	Plant 15
Lillian Moe	1-23-1923	Office 15

Phillipsdale

Rexford Salisbury	1- 6-1909	29
John H. Nolan	1-15-1917	21

Canada

W. A. Robertson	1- 1-1914	Halifax 24
F. M. Donovan	1-25-1923	Quebec 15
C. W. Stryker	1- 1-1913	Ontario 25
C. C. McLellan	1- 9-1928	Ontario 10
A. C. Jones	1- 2-1933	Ontario 5
R. Foulds	1-23-1917	Hamilton 21
M. McGinty	1-16-1928	Hamilton 10
R. J. Boivin	1-12-1928	Pont Rouge 10
W. A. Tomlinson	1-12-1928	Pont Rouge 10
W. J. Germain	1-23-1928	Pont Rouge 10

Berry

T. O. Whitehead	1-15-1928	10
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Annual Meeting of Credit Union

AT the annual meeting of the Neponset Credit Union in the girls' smoking room at East Walpole on Wednesday, November 10, the members voted a dividend of 5% on shares, payable as of October 31, 1937.

The Treasurer's report showed that the past year has been the largest in the history of the Credit Union, with assets totaling nearly \$250,000.00. The membership at the present time is 2167.

The four directors whose terms expired this year were re-elected: Leo Bernier, John J. Burke, A. W. Smith and H. S. Whitney. Walter Hartig was elected for a term of one year to complete an unexpired term.

Table Tennis Notes

By Kaino Paaajan

TWO Bird Club teams are entered in the Norfolk Table Tennis Association tournament. Twelve teams from Greater Boston are in this tournament. Matches are played at the Newton Table Tennis Club, Norfolk

Country Club, Oakdale Athletic Club, and in Bird Hall, East Walpole.

The incomplete official standing as of November 10—

	Points
Bird Club Chromalin Team...	26
Oakdale Athletic Club.....	25
Bird Club Neponset Team....	22
Norwood.....	16
Maraist.....	8
Dedham Uptowns.....	8
East Boston Team #1.....	6
East Boston Team #2.....	5
West Roxbury.....	5
Newton Table Tennis Club...	5
Dedham Centers.....	4
Norfolk Country Club.....	0

The interdepartmental league for Class B players is stirring up great interest. Already thirty-seven players are enrolled in this league. Intense rivalry has developed among the beginners. With winter approaching, table tennis will be the most popular Bird Club activity.

Paper Mill Again Winner

FOR the third quarter of 1937 a Bird & Son plant is again a group banner winner in the Massachusetts Industrial Accident Reduction Contest.

Our Paper Mill, which won the banner for the first quarter this year, was announced the winner for the third quarter on October 26. The Flooring Plant was a winner for the second quarter.

Thus the banner has been on display at Bird & Son plants since April. Good safety work between now and the end of the year should keep it in our hands until April, 1938.

Acknowledgments

The family of the late Mrs. Julia Costello wish to extend sincere thanks for the beautiful floral offerings and expressions of sympathy in our sad bereavement.

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

The Muse family

Your kind expressions of sympathy are gratefully acknowledged and deeply appreciated.

Mrs. Joseph McSwain and family

Your kind expressions of sympathy are gratefully acknowledged and deeply appreciated.

Lambert Anderson

We wish to thank our friends at Bird & Son for the beautiful flowers and the kind expressions of sympathy received during our recent bereavement.

Mrs. E. W. Gilman,
Mr. B. R. Taylor



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt 3 in 1 Thick Butt Super 3 in 1 Thick Butt
Weather-Tex Thick Butt Custom Built NEPONSET Twins Thick Butt
NEPONSET Double Twins American Double Twins Loc-Set Hex-Twins Individuals
Lock-Butt BIRD Insulated Bric-Siding Giant Individuals
Tri-tab Hex Copper-clipt
Art Wall Siding Bric-craft Siding Weather-Tex Siding Art-Bric Siding

BIRD Roll Roofing

Paroid Art-Hex Mineral Surfaced American Ready Old Reliable
Universal Waterdyke Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black Saturated and Coated Super Sheathing Economy
Refrigerator Insulating Reenforced Kraft Paper Duplex Kraft

BIRD Wallboard

NEPONSET Wallboard American Wallboard Art Craft Wallboard
NEPONSET Tileboard American Wallboard, Green One Side Poster Board

BIRD Specialties

BIRD Built-up Roof Materials BIRD Deadening Felt Tarred Felt Asphalt Felt
Plastic Cement Roof Coating

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs Economy Floor Coverings Economy Hall Runner

BIRD NEPONSET Hall Runner

BIRD Lining Felt BIRD Saturated Felt Rubberlike Matting

BIRD CHROMALIN Floor Covering

Patterned Plain Jaspé Chromasets

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons
Tack and Screw Boxes

NEPONSET Waterproof Paper Flower Pots
Plant Bands Plant Boxes

Special Paper Division

Index Pressboard Socket Lining Paper Rocket Paper
Cartridge Paper and Wad Fusee Paper Cushion Plugs
Chip and News Boards Mill Wraps and Heads
Dry and Waterproof Papers for Special Purposes
Industrial Filter Paper Toe Cap Felt
Innersole Board Cloth Board



{List of Bird Products on Inside Back Cover}

